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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GERRY PHILLIPS
MINISTER

GEORGE THOMSON
DEPUTY MINISTER

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in January, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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FOOD AND BEVERAGE

Weston Bakeries Limited at Kitchener - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC): A 21 1/2-month renewal agreement effective January 27, 1990 to November 15, 1991, covering 270 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 28/90</u>	<u>Nov. 16/90</u>
General Increases*		65¢*	65¢
Adjustments (Maintenance and Garage Mechanics)		50¢	20¢
General Help (Light)		\$13.62 (\$12.97)	\$14.27
Bakery Worker		\$14.15 (\$13.50)	\$14.80
Transport Drivers		\$15.31 (\$14.66)	\$15.96
Licensed Mechanic		\$17.15 (\$16.00)	\$18.00

* Paid retroactively to expiry of previous agreement.

Shift Premium: 0¢-55¢-55¢ (0¢-50¢-50¢).

Lead Hand 50¢ (35¢) per hour above designated classification rates.

Apprentice	Start rate	\$14.17
Program (new):	6 months	\$14.87
	12 months	\$15.56
	18 months	\$16.26
	24 months	Full job rate

Paid Vacation: 5 weeks after 19 (20) years of service. Effective in 1991, 5 after 18.

Health and Welfare: Life Insurance - Effective March 1, 1990, \$16,000 (\$15,000).
Effective November 16, 1990, \$17,000.

AD & D (new) - Coverage to follow same schedule as life insurance above.

Dental - Effective March 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Vision - Benefit is \$120 (\$100) every 2 years.

Weekly Indemnity - 60% (unchanged) of regularly weekly earnings up to UIC maximum payable on a 1/1/4/45 (1/1/4/39) basis.

Severance Pay: Employee will receive pay at the rate of one week's salary for each year of continuous service starting with the fourth year to a maximum of 26 years. (Previously, 3 to 15 weeks' pay for 4 to 20 years of service.)

Clothing Allowance: Shippers and Receivers regularly working on the dock may purchase a heavy shirt or jacket and employer will pay maximum of \$27 (\$25) per year. Effective November 15, 1990, \$30.

Safety Shoe Allowance: \$55 (\$50) per year for safety footwear. Effective November 15, 1990, \$60. An additional \$20 will be provided if a second pair is needed.

Tool Allowance: Effective February 1, 1990, \$325 (\$300) per year without receipts; February 1, 1991, \$340. Applies to garage and plant mechanics.

Meal Allowance-Transport Drivers: \$5.25 (\$5.00) if required to work in excess of 10 hours in a shift. Effective November 15, 1990, \$5.50.

Nestlé Enterprises Limited, Nestlé Division at Chesterville - Local 488, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1990 to January 31, 1992, covering 209* employees, settled at the post conciliation bargaining stage. Duration of negotiation - 4 1/2 months.

* Includes 12 employees currently laid off.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Feb. 1/91</u>
General Increases		6%	5%
COLA Fold in		25¢	
General Labour		\$14.94 (\$13.84)	\$15.69
Engineer 3rd Class		\$16.86 (\$15.66)	\$17.70

COLA: Effective February 1, 1991, 1¢ per 0.5 average point increase occurring quarterly in the CPI - 1971=100, using January 1991 as the base. Adjusted quarterly throughout. Capped at 25¢ over term of the agreement. (Basic formula is unchanged.)

Shift Premium: 0-53¢-53¢ (0-48¢-48¢). Effective February 1, 1991, 0-58¢-58¢.

Responsibility Pay: Engineer 3rd Class performing Engineer 2nd Class duties. 75¢ (50¢) per hour worked. Lead Hand performing Foreman's function 75¢ (50¢) per hour worked.

Bereavement Leave: 5 (3) days' paid leave upon death of a child.

Health and Welfare: Life Insurance - \$30,000 (\$20,000).

Dental - Orthodontics(new) coverage for employees under the age of 21 and employee's children under the age of 21 on the following basis: 50% of charges up to \$1,000 (benefit equals \$500 maximum) per year to a life-time maximum benefit of \$1,500 per person. Denture(new) coverage: 50% of charges up to \$1,500 (benefit equals \$750 maximum) life-time maximum.

Vision (new) - \$100 per 24 months.

Meal Allowance: \$5.50 (\$5) after 4 hours of overtime. Effective February 1, 1991, \$5.75.

Safety Shoe Allowance: \$100 (\$65) per year, boots must remain on premises.

RUBBER AND PLASTICS PRODUCTS

Textron Inc., Davidson Instrument Panel Division at Port Hope - Local 889, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1990 to December 31, 1992, covering 860 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
General Increases		5% or 55¢, whichever is greater	4%	3.5%*
Labourer Grade 3 (includes Assembler)		\$8.35-\$9.53 (\$7.80-\$8.98)	\$8.68-\$9.91	\$8.98-\$10.26
Labour Grade 21 (Industrial Instrumentation Electrician)		\$12.93-\$15.47 (\$12.31-\$14.73)	\$13.45-\$16.09	\$13.92-\$16.65

* Conditional Wage Reopener if the CPI increases by more than the total wage increases for the first 2 years of the agreement.

Skilled Trades Retention Bonus (new): \$1-\$3.50 per hour, depending on classification. For the purpose of overtime, vacations, holidays, group insurances and other monetary benefits, the Skilled Trades Retention Bonus is deemed to be rolled into the base rate.

Health and Welfare: Life Insurance and AD & D - Benefit is \$19,000 (\$17,000). Effective January 1, 1991 and 1992, \$20,000 and \$21,000 respectively.

Weekly Indemnity - Coverage is payable from first day for out-patient surgery (previously, covered from fifth working day of illness).

Vision Care (new) - Effective January 1, 1991, employer pays 100% of premium costs for coverage providing maximum benefit of \$100 per family member every 2 years for the cost of prescription eye glasses and contact lenses.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service. Effective January 1, 1991 and 1992, \$16 and \$17 respectively.

Pensionable Service - Medical and Workers' Compensation leaves of absence, to the allowable maximums, are counted as credited service for pension purposes (new).

Early Retirement (new) - Effective January 1, 1990, employees with 30 years of service may retire at age 62 with accrued benefit.

Early Retirement Due to Disability - Effective January 1, 1990, disabled employees may retire after 10 (15) years of service with accrued benefit.

Safety Shoe Allowance: \$60 (\$40) per year. Effective January 1, 1992, \$70.

Protective Clothing Allowance: Effective January 1, 1991, up to \$50 (\$35) per year for the cost of shop coats or coveralls.

LEATHER

William H. Kaufman Inc., Kaufman Footwear Division at Kitchener - Local 88, Rubber Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 21, 1990 to January 20, 1991, covering 1,150 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wage:	Effective	<u>Jan. 21/90</u>
	General Increase	5%
	Skilled Trades Adjustment	1.5%
	Shuttle Bus Driver	\$6.06-\$6.97 (\$5.77-\$6.64)

Leather Inspection	\$10.54-\$12.12 (\$10.04-\$11.55)
Maintenance Electrician	\$13.91-\$16.00 (\$13.05-\$15.01)

Bereavement Leave: 2 (1) days' paid leave upon death of a parent, brother or sister. 1 day for son/daughter-in-law or grandchild (new).

Health and Welfare: Dental- Coverage is based on the 1988 (1987) ODA fee schedule.

Safety Footwear Allowance: \$20 (\$18) per year for the purchase of Kaufman brand safety shoes, \$18 (unchanged) for other brands or \$25 (\$22) for the purchase of Kaufman brand safety boots, \$22 (unchanged) for other brands.

TEXTILE

Du Pont Canada Inc., Kingston Site - Kingston Independent Nylon Workers (Ind.):
A 24-month renewal agreement effective from January 28, 1990 to January 27, 1992 covering 1,180 employees; settled at the post-mediation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 28/90</u>	<u>Jan. 28/91</u>
	General Increases	5.2%	5%
	Serviceman "B"	\$13.91 (\$13.22)	\$14.61
	Stationary Engineer 2nd Class	\$18.32 (\$17.41)	\$19.24

Shift Premium: 0-53¢-63¢ (0-48¢-57¢).

Sunday Premium: \$2.54 (\$2.30) per hour in addition to shift premium.

Lead Hand and Instructor's Premium: 84¢ (77¢) per hour.

METAL FABRICATING

DMO Industries, previously Duo-Matic Olsen Inc., at Tilbury and Wallaceburg - Local 8222, United Steelworkers (AFL-CIO/CLC) (production and office/technical employees): Two 36-month renewal agreements* effective from March 1, 1990 to February 28, 1993, covering 241 employees**, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously, 1 collective agreement.

** Includes 20 employees on lay-off status.

Wages:	Effective	<u>Mar. 1/91</u>	<u>Mar. 1/92</u>
	General	5%***	5%***
	Increases		

Office
Employees

Annual Rates

Mail Clerk	\$16,939-\$18,199	\$17,786-\$19,109
37.5 hours	(\$16,132-\$17,332)	
per week		
Scheduler	\$25,685-\$26,819	\$26,969-\$28,160
40 hours	(\$24,462-\$25,542)	
per week		

Maximum rates are reached after 1 year.

Additional adjustments : reclassification of some positions.

Production
Employees

Hourly Rates

Assembler	\$11.60	\$12.18
	(\$11.05)	
Tool and Die	\$16.40	\$17.22
Maker	(\$15.62)	

*** Effective March 1, 1991, a possible additional increase equal to % per % change in the CPI from January to December 1990, triggered at 5% and capped at 7%. Effective March 1, 1992, this provision reapplies with relevant dates adjusted accordingly. Wage rates shown above for these two dates reflect only 5% increases.

Progression from Start Rate (production employees) - A new employee receives respective job rate after 45 working days.

(Previously, employee received increase of 50% of the difference between start and job rates after 45 days and then job rate after one year.)

The following provisions apply to both production and office/technical employees.

Paid Holidays: Effectively February 1991, Heritage Day is deleted for a total of 12 (13) days.

Bereavement
Leave: 1 day's paid leave upon death of a grandparent-in-law (new).

Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$18,000 (\$14,200). <u>Dental</u> - Coverage is based on the 1988 (1987) ODA fee schedule. Effective March 1, 1991 and 1992, the 1989 and 1990 ODA fee schedules respectively.
Pension Plan:	<u>Employer Contribution</u> - Effective March 1, 1990, 30¢ (unchanged) per hour worked, including statutory holiday hours (new), to a maximum of 1,800 hours per year. Effective March 1, 1991, 30¢ per hour worked, including overtime hours (new), to a maximum of 1,900 hours. Effective March 1, 1992, maximum 2,000 hours.
Safety Prescription Glasses:	Employer pays up to \$80 every 2 years (previously 50%-50% shared cost).
Safety Shoe Allowance:	Employer pays up to \$50 per year (previously 50%-50% shared cost).

TRANSPORTATION EQUIPMENT

Bundy of Canada Limited at Cambridge - Local 1352, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from February 1, 1990 to January 31, 1993, covering 275 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Feb. 1/91</u>	<u>Feb. 1/92</u>
General Increases		40¢	25¢	25¢
COLA Fold-in		53¢	50% of current float	50% of current float
Skilled Trades Allowance		80¢		
Additional Adjustments		5¢-25¢ for certain classifications	5¢-25¢ for certain classifications	5¢-20¢ for certain classifications
Grade 1 (includes Hand Assembly)		\$13.23 (\$12.30)	\$13.48	\$13.73
Grade 11 (Toolmaker)		\$18.62 (\$16.89)	\$18.87	\$19.12

Previous rates reflect 86¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.125 point increase in the CPI - 1981=100 using 153.7 as the base with the first adjustment in March 1990, adjusted quarterly thereafter. 50% of any COLA float is folded into wages on February 1, 1991 and 1992. In addition to the COLA fold-in shown for February 1, 1990, a COLA float of 50¢ from the previous agreement is carried into this agreement. (Previous formula was based on the 1970=100 CPI, and paid 1¢ per 0.3 point increase.)

Shift Premium: 0-40¢-50¢ (0-30¢-40¢).

Health and Welfare: Life Insurance - Benefit is \$18,000 (\$16,000). Effective February 1, 1991, \$20,000. Effective February 1, 1992, \$22,000.

Life Insurance for Retirees (new)- For employees retiring after February 1, 1990, benefit is \$3,500.

AD & D - Benefit is \$15,000 (\$13,000). Effective February 1, 1991, \$17,000. Effective February 1, 1992, \$19,000.

Weekly Indemnity - Effective February 1, 1991, Benefit is 66 2/3% of regular earnings to a maximum \$425 (\$400). Effective February 1, 1992, \$450.

LTD (new) - Effective February 1, 1991, maximum benefit is \$700 per month. Effective February 1, 1992, \$800.

Vision Care- Maximum claim for contact lenses is \$100 every 2 years (new).

Dental Plan - Coverage is based on the 1988 (1986) ODA fee schedule. Effective February 1, 1991 and 1992, the 1989 and 1990 ODA fee schedule respectively. Maximum claim for orthodontic services is \$1,000 (\$500). Employer pays 50% of inlays, gold fillings, crowns and bridges to a maximum \$750 per year (new).

Pension Plan: Basic Benefit Current and Future Retirees- \$17.50 (\$15.50) per month per year of service. Effective February 1, 1991 and 1992, \$19.50 and \$21.75 respectively.

Early Retirement - Effective February 1, 1991, employee age 60 (62) or over may retire with no actuarial deductions.

Early Retirement Supplement (new) - Effective February 1, 1991, employee age 60 or over who elects early retirement receives \$10.50 per month per year of service, payable to age 65.

Survivor Benefit - 60% (50%) of employees pension benefit.

Group RRSP (new): Employer/Employee funded R.R.S.P.- Employer matches employee contribution of 10¢ for every hour worked.

Legal Services Plan (new): Employer Contribution - Effective February 1, 1992, 5¢ per regular hour worked to the CAW legal services plan. Benefits to commence January 31, 1993.

Safety Shoes: \$70 (\$60) per year.

Tool Insurance: Maximum claim is \$3,000 (\$2,250).

Paid Union Education Leave: Employers Contribution - 2¢ (1¢) per hour worked for all regular hours.

Severance Pay: Ranges from \$900 for employees with 1 year of service to \$36,900 for employees with 25 or more years of service. Applies in the event of a partial or complete plant closure at Cambridge. Individual eligibility depends on the nature of lay-off and the employee's seniority. (Previously, 3 weeks pay for every 4 years of service.)

ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Company Division at Ottawa - Salaried Employees Alliance of Com Dev (Ind.): A 24-month renewal agreement effective from November 1, 1989 to October 31, 1991, covering 297 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/89	Nov. 1/90
Increases		2% for Engineers and M.I.S. Analysts 2.5% - Administrative	2% for Engineers and M.I.S. Analysts 2.5% - Administrative
Performance Adjustments*		2.5% for Engineers and M.I.S. Analysts 4.2% - Administrative	3.5% for Engineers and M.I.S. Analysts 5.2% - Administrative
Experience Adjustments (Engineers and M.I.S. Analysts)		0.5%-9.5%	0.5%-9.5%

*Amounts shown represent average adjustment for each group.

**Based on years following graduation. Salaries increase each year by amounts ranging from 9.5% after one year to .5% after 20 or more years following graduation.

Paid Holidays: Additional day is added when required for complete shutdown over Christmas period (new).

Health and Welfare: Life Insurance - \$5,000 (\$3,000) for spouse and \$3,500 (\$2,000) per dependant.

Vision (new) - Effective January 1, 1990, employer pays 80% of premium costs. Maximum claim is \$100 every 2 years.

Severance Pay: Employee will receive 50% of severance payment when affected by partial sale of the company (less than 50% of employees) provided there is no alternative work offered and the employee declines employment with the new employer (new).

CONSTRUCTION

Exhibit Builders Association, previously Exhibit and Display Association of Canada at Toronto and vicinity - Local 506, Labourers (AFL-CIO): A 21-month renewal agreement effective from December 14, 1989 to August 31, 1991, covering 200* employees, settled at the bargaining stage. Duration of negotiations - 6 months.

* Approximately 20 signatory companies with a total labour pool of 400 labourers. Some 200 are assigned to Show Services Contractors and 200 to Exhibit Builders Association at any given period.

Wages:	Effective	<u>Dec. 14/89</u>	<u>Sep. 1/90</u>
	General Increases	7%	7%
	<u>Hourly Rate</u>		
	Labourers	\$18.45 (\$17.25)	\$19.75

Shift Premium: \$1.25 (\$1.10) per hour if shift commences before 6 p.m. or before 6 a.m.

Holiday Premium: Double time for all hours worked on 10 (9) designated days.

Apprenticeship and Training Fund (new): Employer will contribute 10¢ per hour worked per casual employee for a training and apprenticeship fund.

"N.S.F." Penalty: Any employer issuing an N.S.F. cheque to an employee will re-issue a cheque for the full amount plus pay a penalty of \$50 (\$25).

Pension Fund: Employer Contribution - 40¢ (30¢) per hour worked; September 1, 1990, 50¢ per hour worked.

Show Services Contractors, previously Exhibit and Display Association of Canada, at Toronto and vicinity - Local 506, Labourers (AFL-CIO): A 20-month renewal agreement effective from January 7, 1990 to August 31, 1991, covering 200* employees settled at the bargaining stage. Duration of negotiations - 6 months.

* Approximately 20 signatory companies with a total labour pool of 400 labourers. Some 200 are assigned to Show Services Contractors and 200 to Exhibit Builders Association at any given period.

Wages:	Effective	<u>Sep. 1/89</u>	<u>Sep. 1/90</u>
	General Increases	7%	7%
	Labourers	\$18.45 (\$17.25)	\$19.75
Shift Premium:	\$1.25 (\$1.10) per hour if shift commences before 6 a.m. or after 6 p.m.		
Apprenticeship and Training Fund (new):	Employer will contribute 10¢ per hour worked per employee for a training and apprenticeship fund.		
Holiday Premium:	Double time for all hours worked on 10 (9) designated days.		
"N.S.F" Penalty:	\$50 (\$25) penalty payment for any "N.S.F." cheque issued by the employer to employees.		
Pension Fund:	<u>Employer Contribution</u> - Effective September 1, 1989, 40¢ (30¢) per hour worked; September 1, 1990, 50¢ per hour worked.		

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 28-month renewal agreement effective from June 2, 1989 to September 29, 1991, covering 900 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>June 2/89</u>	<u>Jan. 1/90</u>
	General Increases	5%	5%
	<u>Weekly Base Pay</u>		
	Pilot	\$477.23-\$755.08 (\$454.50-\$719.12)	\$501.09-\$694.84
	Effective	<u>Apr. 1/90</u>	<u>June 2/90</u>
	General Increases	*	5%
	Pilot	\$521.13-\$722.63	\$547.19-\$758.76

* Weekly rates reflect an increase in the monthly maximum number of flying time hours.

Note: Pilot receives either an hourly base pay to be included as a component of flying pay or salary in accordance with total credited service. Maximum rates are reached after three 12-month increases. Effective January 1, 1990, maximum rates are reached after two 12-month increases.

Hourly Base Pay

Effective	<u>June 2/89</u>	<u>Jan. 1/90</u>	<u>June 2/90</u>
General Increases	5%	1.75%	5%
Second Officer, 10th year	\$23.90 (\$22.76)	\$24.32	\$25.54
First Officer Captain, 12th year	\$26.33 (\$25.08)	\$26.79	\$28.13

Note: First Officer with 2 or more years of service and Second Officer with 4 or more years receive, for each hour flown, hourly base pay plus a percentage of Captain's hourly flying pay, mileage and gross pay as follows:

First Officer - 47.2% - 61.2% (unchanged)
 Second Officer - 38.2% - 43.2% (unchanged)
 Effective Jan. 1/90, Second Officer with 3 or more years of service - 37.2% - 43.2% depending upon years of service.

Captain

Effective	<u>June 2/89</u>	<u>Jan. 1/90</u>
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Hourly Flying Pay
in Addition to
Hourly Base Pay

<u>Equipment</u>	<u>Day/Night</u>	<u>Day/Night</u>
DC-9	\$55.1567/\$72.2382 (\$52.5302/\$68.7983)	\$56.1159/\$73.4945
B-727	\$55.1567/\$72.2382 (\$52.5302/\$68.7983)	\$57.0707/\$74.4493
A-320	\$55.1567/\$72.2382 (\$52.5302/\$68.7983)	\$64.4267/\$81.8053
DC-8	\$55.3155/\$73.1460 (\$52.6814/\$69.6629)	\$58.7396/\$76.8803
L-1011	\$56.1434/\$73.6509 (\$53.4699/\$70.1437)	\$58.8740/\$76.6859
B-767	\$56.7879/\$74.7336 (\$54.0837/\$71.1749)	\$60.2411/\$78.4989
B-747	\$61.7806/\$81.1585 (\$58.8387/\$77.2938)	\$64.8825/\$84.5975
B-747-400		\$69.5361/\$86.9147

<u>Mileage Pay</u>	6.7094¢ per mile (6.3899¢)	6.8250¢
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<u>Gross Weight</u> per 1,000 pounds of the certified gross weight of the aircraft	6.7094¢ per hour flown (6.3899¢)	6.8250¢
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Effective	<u>June 2/90</u>
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DC-9	\$58.9217/\$77.1692
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B-727	\$59.9242/\$78.1718
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A-320	\$67.6480/\$85.8956
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DC-8	\$61.6766/\$80.7243
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L-1011	\$61.8177/\$80.5020
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B-767	\$63.2532/\$82.4238
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B-747	\$68.1266/\$88.8274
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B-747-400	\$73.0129/\$91.2604
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<u>Mileage Pay</u>	7.1663¢ per mile
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<u>Gross Weight</u> per 1,000 pounds of the certified gross weight of the aircraft	7.1663¢ per hour flown
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Monthly Flying Time:	Effective April 1, 1990, maximum 78 (75) hours for the purpose of calculating monthly flying pay.
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Extended Duty Pay:	\$7.35 (\$7) for each 24-hour period in excess of 120 hours away from home base. Effective June 2, 1990, \$7.70.
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Trip Hour Guarantee:	1 hour of flight time pay and credits for each 4 (3 1/2) actual hours of trip hour time, prorated, for domestic operations.
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Formula Pay:	Effective January 1, 1990, after 3 (4) years for Second Officer.
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Simulator Pay:	Two and one-half hours' pay for simulator check #3 (new) with no flight time credit.
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Special Training Pay:	Two and one-half hours' pay per day with no flight time credit (previously 2 1/2 hours' pay for first day of training with daily flight time credit).
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Overseas Operations Pay:	<u>Formula Pay Pilots</u> - Effective June 2, 1989, \$7.6171 (\$7.2544) per flying hour for Captain, \$4.1545 (\$3.9567) for First Officer and \$2.7000 (\$2.6381) for Second Officer. Effective January 1, 1990, \$7.7496, \$4.2265 and \$2.8180 respectively. Effective June 2, 1990, \$8.1371, \$4.43478 and \$2.9589 respectively.
Navigating Equipment Operator Pay:	<u>Formula Pay Pilots</u> - Effective June 2, 1989, \$6.9294 (\$6.5950) for Captain, \$3.4622 (\$3.2974) for First Officer and \$2.0772 for Second Officer. Effective January 1, 1990, \$7.0452, \$3.5224 and \$2.1133 respectively. Also effective January 1, 1990, this pay is deleted for pilots operating B-747, L-1011, B-767 and DC-8 aircraft but is included in the hourly flying pay rates for these and B-747-400 aircraft. Effective June 2, 1990, \$7.3974, \$3.6985 and \$2.2189 respectively.
Paid Pregnancy Leave (new):	Group Disability Income Insurance Plan is extended to provide 75% of regular salary for a female pilot whose pilot's license is lifted for medical reasons for the duration of any of the trimester periods of pregnancy.
Health and Welfare:	<u>LTD</u> - Benefit is 75% of wages in first year of disability and 40%-60% in the second and subsequent years depending on years of service. (Previously, maximum benefit was \$9,000 per month in first year of disability). Benefit level for all current recipients increases by 50% of the growth of the current annual CPI capped at 5% (previously, increased by CPI minus 3% capped at 5% for employees after 2 years on LTD). <u>LTD Supplement for Income Protection</u> - An employee whose pilot's license is restricted and takes a lower-paying position, that is appropriate to his/her restricted capacity, receives the difference between previous regular wages and the lower wage rate (new).
Pension Plan:	<u>Early Retirement</u> - Early retirement at age 57 is deleted (previously, employees aged 57 with 15 months' service on current equipment could retire without actuarial reduction). <u>Ancillary Pension Plan (new)</u> - Effective January 1, 1990, maximum employee contribution is \$6,831 per year (previously \$3,500 according to the Department of National Revenue Cap). Effective January 1, 1991, \$7,104.
Meal Allowance:	\$47.75 (\$45.45) per day. Effective June 2, 1990, \$50.15.
Transportation Allowance:	\$3.15 (\$3) per round trip to home base for duty and training. \$14.70 (\$14) for Montreal's Mirabel Airport pilots. Effective June 2, 1990, \$3.30 and \$15.45 respectively.
Hotel Check-in and Gratuity Allowance:	\$3 per night of flight duty accomodation. Effective June 2, 1990, \$3.15.

Laidlaw Transit Ltd., previously Travelways Ltd., Markham Division at Markham
- Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 260 employee, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	Increases	5.5%	5.5%
	Charter Bus Driver	\$7.10 (\$6.53)	\$7.45
	School Bus Driver*		
	-per 2 - 2 1/4 hour shift	\$15.47-\$17.00 (\$14.66-\$16.12)	\$16.32-\$17.94
	Additional Adjustments	Charter rate moves to Shuttle rate	
	* Maximum rates are reached after 3 years.		

Public Charter Rate, Nights and Weekends (new): \$7.50 per hour. Effective September 1, 1990, \$8.

Wheelchair Premium (new): 50¢ per run.

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	5.2%	5%
	Job Level 1 (includes Office Messenger) 0-12 months	\$9.32-\$11.66 (\$8.86-\$11.08)	\$9.79-\$12.24
	Job Level 15 (includes Lineman) 0-42 months	\$17.19-\$20.46 (\$16.34-\$19.45)	\$18.05-\$21.48

Job Level 18	\$18.77-\$22.34	\$19.71-\$23.46
(includes Electric	(17.84-\$21.24)	
Engineering Technologist)		
0-42 months		

Major restructuring of the wage schedule, including pay equity adjustment, occurred during the period of the previous agreement as a result of the implementation of a new joint job evaluation plan.

Shift Premium: Effective January 1, 1990, 0-70¢-70¢ (0-50¢-50¢).

Standby Pay: Effective January 1, 1990, \$80 (\$75) per seven-day week, plus an extra \$15 (\$10) when doing standby on a paid holiday. Effective January 1, 1991, \$85, plus \$15 for holidays.

Paid Vacation: 21 days after 15 (16) years of service, 22 days after 16 (17) years, 23 days after 17 (18) years, 24 days after 18 (19) years, 25 days after 19 (20) years, 26 days after 20 (21) years, 27 days after 21 (22) years, 28 days after 22 (23) years, 29 days after 23 (24) years and 30 days after 24 (25) years. Effective January 1, 1991, 21 days after 14 years, 22 days after 15 years, 23 days after 16 years, 24 days after 17 years, 25 days after 18 years, 26 days after 19 years, 27 days after 20 years, 28 days after 21 years and 29 days after 22 years.

Health and Welfare: Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$150 per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Safety Shoe Allowance: \$110 (\$100) per year for Leading Power Lineman, Journeyman Power Lineman, Leading Tree Trimmer and Tree Trimmer. \$90 (\$80) for other designated employees. Effective January 1, 1991, \$120 and \$100 respectively.

Tool Allowance: \$175 (\$150) per year for Motor Vehicle and Equipment Mechanic. \$45 (\$40) for other designated employees. Effective January 1, 1991, \$200 and \$50 respectively.

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 900 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sep. 1/89</u>	<u>Dec. 1/89</u>
	Increases	5.5% for Teachers plus \$500 for Principal and \$200 for Vice-Principal	.5%
	Teacher-Category D 0-6 years	\$21,558-\$27,641 (\$20,434-\$26,200)	\$21,666-\$27,779
	Teacher-Category A1 0-10 years	\$25,661-\$44,085 (\$24,323-\$41,787)	\$25,789-\$44,305
	Teacher-Category A4	\$30,499-\$55,889 (\$28,909-\$52,975)	\$30,651-\$56,168
	Principal 0-3 years	\$61,782-\$65,403 (\$58,087-\$61,519)	\$62,091-\$65,730
Responsibility Allowances:	Increased by 5.5% and .5% on September 1, and December 1, 1989 respectively.		
Conference Fund:	\$63,440 (\$59,850) for the 1990 (1989) calendar year.		
Paid Preparation Time:	Effective September 1, 1990, minimum 280 minutes per two 6-day cycles. (Previously, minimum 120 minutes per 6-day cycle.)		

Durham Board of Education at Oshawa, Local 218, Canadian Union of Public Employees (CLC) (classroom assistants): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 208 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	General Increases	5.5%	6.5%
	Pay Equity Adjustments	22¢	To be Determined
	Education Assistant	\$11.89 (\$11.06)	
Paid Holidays:	Heritage Day and Remembrance Day are added for a total of 9 (7) days.		
Vacation Pay:	8% after 9 (10) years of service.		
Sick Leave:	18 days per full year of employment (unchanged) with a maximum accumulation of 160 (80) days.		

The following changes take effect March 1, 1990.

Health and
Welfare:

Vision Care - Effective March 1, 1990, maximum claim of \$150 (\$100) every 2 years.

Dental Plan - Effective March 1, 1990, extended to include major restorative and orthodontic coverage on a 50%-50% coinsurance basis with a maximum claim of \$1,000 annual and \$3,000 lifetime. Coverage is based on the 1989 (1985) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association (Ind.), (secondary school teachers): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 904 employees, settled at the post-mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sep. 1/89	Jan. 1/90*	Sep. 1/90
General Increases		3.5%	minimum 2.5%	minimum 5%*
Additional Adjustments		Restructuring of Vice-Principal's Salary Grid		
Teacher-Category D 0-10 (0-8) years		\$21,805-\$28,893 (\$21,068-\$26,916)	\$22,350-\$29,615	*
Teacher-Category A1 0-11 years		\$25,757-\$43,654 (\$24,886-\$42,178)	\$26,401-\$44,745	*
Teacher-Category A4 0-11 years		\$30,914-\$55,062 (\$29,869-\$53,200)	\$31,687-\$56,439	*
Principal/Coordinator of Adult Extension Education 0-4 years		\$63,548-\$66,509 (\$61,399-\$64,260)	\$65,637-\$68,672	*
Principal/Secondary School 0-5 years		\$69,375-\$73,175 (\$67,029-\$70,700)	\$71,109-\$75,004	*

Vice-Principal/ Secondary 0-2 years	\$61,505-\$63,057 (previously annual allowances of \$5,500-\$7,000)	\$63,043-\$64,633	* plus an additional \$750 to each level
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Responsibility Allowances:	Staff Assistant	\$4,658 (\$4,500)	\$4,775	*
	Head-Category A	\$3,000 (\$2,700)	\$3,075	*
	Head-Category B	\$2,200 (\$1,900)	\$2,255	*
	Assistant Head	\$1,150 (\$1,000)	\$1,179	*
	Special Education Teacher	\$1,025 (\$1,025)	\$1,025	\$1,025
	Consultant	\$4,140 (\$4,000)	\$4,244	*

Post Graduate Degree Allowance: \$675 (\$650). Effective September 1, 1990, \$700.

Continuing Education Teachers: Summer School and Evening Classes excluding St. Charles Adult Continuing Education Centres:

Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
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Hourly Rate

11-25+ Students	\$16.75-\$25.00 (\$15.75-\$24.00)	\$17.75-\$26.00
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St. Charles

Teacher using Independent Study Register for certain Grades 9-12 subjects:

0-3 years	\$24.00-\$25.50 (\$21.00-\$22.50)	\$27.00-\$28.50
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Teacher using Credit Register:

0-3 years 15+ students	\$24.00-\$25.50 (\$21.00-\$22.50)	\$27.00-\$28.50
20+ students	\$25.50-\$27.00 (\$22.50-\$24.00)	\$28.50-\$30.00
25+ students	\$27.00-\$28.50 (\$24.00-\$24.50)	\$30.00-\$31.50

* Increases will be in accordance with those negotiated for Hamilton Public School Board and the Secondary Teachers.

Signing Bonus: .3% of September 1, 1989's applicable annual rate, times the number of teaching days from September to December 1989 divided by 78 days.

Health and Welfare: OHIP - Employer pays 95% (93%) of premium.

Life Insurance - Effective January 1, 1990 employer pays 90% of premium costs for employee electing optional life insurance of \$20,000. (Previously employee paid.)

Effective January 1, 1990, employer will contribute 90% of premium costs for term life insurance coverage of \$85,000 (\$70,000). Effective September 1, 1990 for optional coverage of \$100,000. (Previously, employee paid.)

LTD - Effective January 1, 1990, employer pays 55% (50%) of premium costs for a cost-of-living rider. Effective September 1, 1990, employer pays 60% of the current premium costs.

Vision (new) - Effective September 1, 1990, employer pays 50% of premium costs with a maximum claim of \$160 every 2 years.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1990, the 1990 ODA fee schedule.

Continuation of Benefits - Employer continues to pay its share of premium costs during maternity leave (new).

Travel Allowance: 26¢ (25¢) per kilometre. Effective September 1, 1990, 27¢.

Paid Planning/Preparation Time: Effective February 1, 1990, minimum equivalent of 4 (3) periods per week.

Kent County Board of Education at Chatham - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 458 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/89	Sept. 1/90
General Increases		5.9%	5.5%
Teacher-Category 1 0-10 years		\$26,188-\$44,358 (\$24,727-\$41,887)	\$27,628-\$46,798
Teacher-Category 4 0-11 years		\$31,153-\$55,804 (\$29,417-\$52,685)	\$32,869-\$58,873

Vice Principal 0-2 years	\$61,364-\$65,969 (\$57,945-\$62,294)	\$64,739-\$69,597
Principal 0-2 years	\$69,787-\$74,395 (\$65,899-\$70,250)	\$73,625-\$78,487

Continuing
Education Pay:

Summer School

Teacher	\$30 per class hour (\$23)	\$31.50
Principal	\$4,700 (new)	\$4,935

Continuous Intake

Teacher	\$25 (\$23)	\$26.50
Marker (new)	\$5.50 per lesson for Grades 9-10	\$5.75
	\$6.50 for Grades 11-12	\$6.85
	\$7 for OAC	\$7.35

Wage rates include vacation pay and statutory holiday pay.
Wage schedule for continuing education employees has been
restructured.

Responsibility Allowances:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
Major Head/Director		\$3,271 (\$3,089)	\$3,451
Minor Head/Director		\$2,891 (\$2,730)	\$3,050
Assistant Head		\$2,011 (\$1,899)	\$2,122

COLA (new): % per % increase in the Canada CPI from July 1989 to July 1990, triggered at 5.5% and capped at 7.5%, to be applied to wage rates and responsibility allowances that become effective September 1, 1990.

Master's Degree
Allowance: \$750 (\$600).

Doctorate
Degree
Allowance: \$650 (\$600). Effective September 1, 1990, \$750.

Health and Welfare: Life Insurance and AD & D - Benefit is 3 times annual salary (unchanged) to a maximum of \$120,000 (\$90,000). Employee pays premium costs for additional life insurance coverage in segments of \$10,000 to a maximum of \$250,000 (\$200,000).

Dental Plan - Effective January 1, 1990, coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1991, the 1988 ODA fee schedule.

Continuation of Benefits during Maternity Leave (new) - Employer maintains its share of premium costs for health and welfare benefits during the first 17 weeks of maternity leave; may be extended for a maximum of 5 months.

Transfer Allowance: \$1,000 (\$500) for a teacher transferred at the employer's request and moves residence into the municipality of the new location within a one year period.

Educational Improvement Leave Fund: \$196 (\$185) per teacher. Effective September 1, 1990, \$207.

York Region Roman Catholic Separate School Board at Richmond Hill - Local 1571, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 347 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	10.4%	3.1%
	Pay Equity Adjustment (Matron-Cleaner)	\$2.50*	
	Matron-Cleaner	\$13.53 (\$9.76)	\$13.95
	Maintenance 4	\$19.78 (\$17.92)	\$20.39

Lump Sum Payment: Effective January 1, 1990, \$75 per month from effective date to a maximum of \$450 in lieu of retroactivity.

* Payable from July 1, 1990.

Shift Premium: 0¢-45¢-60¢ (0¢-40¢).

Paid Vacation: 4 weeks after 9 (10) years of service.

Health and Welfare: Major Medical - Effective November 1, 1989, employer pays 100% (80%) of premiums.

Vision Care (new) - Added to major medical plan. Effective November 1, 1989, provides 75% co-insurance coverage to a maximum of \$200 per family member every 2 years.

Dental - Employer pays 80% (70%) of premium costs.

SUB Plan for Maternity Leave: Provides salary for 2-week UIC waiting period at the UIC maximum.

Royal Ontario Museum at Toronto - Local 543, Ontario Public Service Employees (NUPGE) (CLC): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/89</u>	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General Increases	4%	2%	6%
	Grade 2 (Clerk)	\$18,701-\$21,372 (\$17,982-\$20,550)	\$19,075-\$21,799	\$20,219-\$23,107
	Grade 8 (includes Artist)	\$25,786-\$29,469 (\$24,794-\$28,336)	\$26,301-\$30,058	\$27,879-\$31,862
	Grade 14	\$35,555-\$40,634 (\$34,187-\$39,071)	\$36,266-\$41,447	\$38,442-\$43,933

Maximum rates are reached after 2 years.

Paid Vacation: 4 weeks after 5 (6) years of service, 5 weeks after 15 (16) years.

Bereavement Leave: Up to 3 days' paid travelling time to attend funeral of family member (new).

HEALTH AND WELFARE SERVICES

Thunder Bay City Corporation, Homes for the Aged - Local 268, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from June 29, 1988 to June 28, 1990, covering 500 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>June 29/88</u>	<u>June 29/89</u>
	General Increases	60¢	60¢
	Housekeeping Aide	\$10.7809-\$11.0374 (\$10.1809-\$10.4374)	\$11.3809-\$11.6374

R.N.A.	\$12.0969-\$12.3532 (\$11.4969-\$11.7532)	\$12.6969-\$12.9532
Engineer	\$14.0275-\$14.6883	\$14.6275-\$15.2883
Handyman	(\$13.4275-\$14.0883)	

Maximum rates are reached after 2 years.

Shift Premium: 0-45¢-45¢ (0-35¢-35¢).

Paid Holidays (full-time): Heritage Day, if proclaimed, is added for a total of 12 (11) days. Effective December 26, 1989, time and one-half for work performed on Boxing Day or Labour Day (new).

Paid Vacation (full-time): 5 weeks after 16 (17) years of service.

Vacation Pay (part-time): 10% after 31,200 (33,150) hours worked.

Health and Welfare: Major Medical - Effective March 1, 1990, deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Dental - Coverage continues to be updated on January 1 of each year to the previous year's ODA fee schedule.

SUB PLAN (new): Paid Maternity/Adoption Leave - Plan pays the difference between weekly UIC benefits and 75% of regular weekly earnings for a maximum of 15 weeks following the UIC two-week waiting period. Applies to full and part-time employees.

Job Security: Effective January 17, 1990, no full-time member of the bargaining unit shall be laid off as a result of his/her duties being assigned to one or more part-time employees (new).

FEDERAL ADMINISTRATION

Treasury Board of Canada - Aircraft Operations Group Association (Ind.): A 33-month renewal agreement effective from January 17, 1990* to October 25, 1992, with wages retroactive to October 26, 1989, covering 538 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

*Previous agreement expired October 25, 1989.

Wages:	Effective	<u>Oct. 26/89</u>	<u>Oct. 26/90</u>	<u>Oct. 26/91</u>
	Increases	2.5%-7.4%	4%-7.4%	4.4%
	Additional Adjustments	Executive Pilot (EPS-2) category is eliminated		

Annual Rates

Civil Aviation \$45,127-\$50,496 \$46,932-\$52,516 \$48,997-\$54,827
Inspector (\$43,336-\$48,850)
(CAI-1)

Helicopter \$50,472-\$56,368 \$54,207-\$60,539 \$56,592-\$63,203
Pilot (\$46,994-\$52,484)
(HPS-2)

Engineering \$64,550-\$70,286 \$67,132-\$75,180 \$70,086-\$80,712
Test Pilot (\$62,518-\$66,187)
(ETP-1)

Maximum rates for Civil Aviation Inspector 1 and Helicopter Pilot 2 are reached after four 6-month increases. One step is added to the top of the wage ranges for Civil Aviation Inspectors 2-5 (previously, maximum rates reached after four 6-month increases) and for Engineering Test Pilot 1 (previously, maximum rate reached after two 6-month increases). Effective October 26, 1990 and 1991, a further step is added to the range for Engineering Test Pilot 1.

Extra Duty
Allowance
(new):

Civil Aviation Inspectors receive the following allowances, depending upon their classification, every 6 months:

Effective	<u>Oct. 26/89</u>	<u>Oct. 26/90</u>	<u>Oct. 26/91</u>
CAI 1-3	\$1,500	\$1,800	\$2,100
CAI 4	\$1,200	\$1,300	\$1,500
CAI 5	\$1,200	\$1,200	\$1,200

Shipboard and
Special
Assignment
Allowance:

Helicopter Pilots required to undertake shipboard or special assignment duties receive 15 hours at time and one-half for each 7-day period of such assignment, pro-rated for periods of less than 7 days (unchanged). In addition, such employees receive 15 hours at time and one-half for each completed period of 7 days (new).

Overtime Pay:

Employee receives double time for all hours worked in excess of 7 1/2 hours of overtime worked at time and one-half on a scheduled work day (new).

Paid Vacation:

4 weeks after 8 (9) years of service. Effective October 26, 1990, 5 weeks after 19 (20) years. Effective October 26, 1991, 6 weeks after 30 years (new).

Bereavement
Leave:

Employees may be granted leave for a period greater than that currently provided, at the discretion of the department deputy head, depending upon individual circumstances (new).

Supplementary
Pay During

2 weeks at 93% of weekly wage (previously, UIC equivalent only) plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit for eligible employees (new).

Maternity Leave:

Call Back Pay (new): Employee receives time and one-half for the number of hours worked or 4 hours at the regular rate, whichever is greater.

Standby Pay (new): Employee receives 1 hour of compensatory leave for each full 8-hour period or part thereof.

Acting Pay: Employees who are required to perform duties of a higher classification for at least 5 (8) consecutive working days receive the appropriate rate of the higher classification for all hours worked on the assignment.

Meal Allowance: \$6 (\$4.75) for employees who work 3 or more hours of overtime immediately before or after their scheduled hours of work.

Treasury Board of Canada (Financial Administration Group) - Association of Public Service Financial Administrators (Ind.): A 21 1/2 month renewal agreement effective from January 24, 1990* to November 6, 1991, with wages retroactive to June 23, 1989, covering 946 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement expired June 22, 1989.

Wages:	Effective	<u>June 23/89</u>	<u>Aug. 23/90</u>
General Increases		5%	4.8%
FI-Technological Institute Recruitment		\$14,805-\$27,794 (\$14,100-\$26,470)	\$15,516-\$29,128
FI-1		\$31,811-\$43,749 (\$30,296-\$41,666)	\$33,338-\$45,849
FI-4		\$52,396-\$66,593 (\$49,901-\$63,422)	\$54,911-\$69,789

Overtime Pay: A full-time employee who works on a scheduled day of rest receives time and one-half for all hours worked, or 3 hours' pay at time and one-half to be applied only the first time that the employee reports for work during an 8-hour period, whichever is greater. (Previously, employee received the greater of time and one-half for hours worked or 4 hours' pay at the regular rate for the first time of reporting during an 8-hour period.) A part-time employee who works on a scheduled day of rest receives the greater of time and one-half for all hours worked or 4 hours' pay at the regular rate for the first time of reporting (new). A full-time employee who is required to work on a holiday receives applicable overtime rate for hours worked or 3 hours' pay at the applicable overtime rate (new), whichever is greater. A part-time employee who works on a holiday receives applicable overtime rate for hours worked or 4 hours' pay at the regular rate (new), whichever is greater. Employees are entitled to overtime compensation for each completed period of (30) minutes.

Paid Vacation (full-time):	5 weeks after 19 (20) years of service and 6 after 30 (new).
Paid Vacation (part-time):	One-half the number of hours in the work week per month after 30 years of service (new).
Call Back Pay:	<u>Full-Time Employees</u> - Minimum of 3 hours' pay at the applicable overtime rate for each call-back to a maximum of 8 hours' pay in an 8-hour period. (Previously, employee received the greater of time and one-half for hours worked or 4 hours' pay at the regular rate for the first time of reporting during an 8-hour period.) <u>Part-Time Employees</u> - Minimum of 4 hours' pay at straight time rates (new).
Reporting Pay (part-time):	Minimum of 4 hours' pay at straight time rates (new).
Standby Pay:	\$10 per 8-hour period or portion thereof (new).
Holiday Pay (part-time):	4.25% of all straight-time hours worked (new).
Leave with Pay for Personnel Selection (new):	Employees are entitled to paid leave for the period necessary to participate in job competitions within the Public Service including applicable time for the appeals process and for travel.
Sick Leave:	Employees who are returned to the Public Service within 1 year of lay off receive unused sick leave credits from previous period of employment (new). An employee who is to be terminated by reason of incapacity due to ill-health is entitled to use all sick leave credits by the date of termination (new).
Meal Allowance:	\$6 (\$5.15) for 3 hours of overtime worked immediately before or after employee's scheduled hours of work.
Severance Pay:	<u>First Lay-off</u> - 2 weeks' pay for the first year of service (unchanged) and 1 week's pay per additional year of service (previously, capped at 30 weeks' pay). <u>Second or Subsequent Lay-off</u> - 1 week's pay per year of service, less any previous severance pay (previously, capped at 27 weeks' pay). <u>Retirement</u> - Eligible employees, including part-time employees (previously, applied only to full-time employees), receive 1 week's pay per year of service (unchanged), prorated for a partial year (new), to a maximum of 30 (28) weeks' pay. <u>Death of Employee</u> - Employee's estate receives 1 week's pay per year of service (unchanged), prorated for a partial year (new), to a maximum of 30 (28) weeks' pay.

Released for Incapacity - 1 week's pay per year of service to a maximum of 28 (26) weeks' pay. Applies to employees who have completed more than 1 year of continuous service at time of separation.

Released for Incompetence (new) - 1 week's pay per year of service to a maximum of 28 weeks' pay. Applies to employees who have completed more than 10 years of continuous service at time of separation.

Penological
Factor
Allowance: Maximum \$1,600 (\$1,200) per year. Varies by the type of institution and the frequency of contact with inmates.

Technological
Change: The employer provides employee with necessary upgrading training during working hours, where possible, and at no cost to the employee in order to enable the employee to perform duties affected by technological change (new).

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (correctional services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 3,449 employees, settled by arbitration. Duration of negotiations - 13 1/2 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Apr. 1/89</u>
	General Increases	42¢	42¢
	Correctional Officer 2	\$14.84-\$17.17 (\$14.42-\$16.75)	\$15.26-\$17.59
	Trade Instructor 3	\$19.44-\$20.58 (\$19.02-\$20.16)	\$19.86-\$21.00
	Effective	<u>July 1/89</u>	<u>Oct. 1/89</u>
	General Increases	43¢	43¢
	Correctional Officer 2	\$15.69-\$18.02	\$16.12-\$18.45
	Trade Instructor 3	\$20.29-\$21.43	\$20.72-\$21.86

Maximum rates are reached in annual steps on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 3,434 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/89</u>
	General Increase	\$1.30 per hour
	Cleaner 1	\$11.20-\$11.37
	40 hours per week	(\$9.90-\$10.07)
	Clerk 2, Supply	\$12.35-\$12.83
	40 hours per week	(\$11.05-\$11.53)

Weekly Rates

Area Supply Supervisor, Bargaining Unit min. 36 1/4 hours per week	\$739.49-\$789.62 (\$692.36-\$742.49)
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Maximum rates are reached on merit in semi-annual steps for Cleaner 1 and Clerk 2, Supply and in annual steps for Area Supply Supervisor.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC) (institutional care services category): A 12-month renewal agreement effective from January 1, 1989 to December 31, 1989, covering 5,346 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/89</u>
	General Increase	6.5%
	Additional Adjustments	5% non-compounded for Ambulance Officer 2 working in Air Ambulance Service

Weekly Rates

Child Care Worker 1	\$517.33-\$543.19
40 hours per week	(\$485.76-\$510.04)
Child Care Worker 4	\$632.66-\$722.29
minimum 36 1/4 hours per week	(\$594.05-\$678.21)

Hourly Rates

Psychiatric Nursing	\$13.13-\$13.73
Assistant 2	(\$12.33-\$12.89)

Maximum rates are reached in annual steps on merit.

Ontario Government, province-wide - Ontario Public Service Employees (NUPGE) (CLC)
(technical services category): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 4,753 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wage:	Effective	<u>Jan. 1/90</u>
	General Increase	\$11.20 per week plus 4.518%

Weekly Rates

Library Technician 2	\$475.06-\$517.83
36 1/4 hours per week	(\$443.32-\$484.25)*
Vocational Training	\$919.76-\$1,113.90
Supervisor 1	(\$868.80-\$1,054.55)
Minimum 36 1/4 hours per week	

*Previous wage rates include pay equity adjustments.

Maximum rates are reached on merit in annual or semi-annual steps depending on classification.

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from February 7, 1990 to February 6, 1991, covering 253 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Feb. 7/90</u>
	General Increase	66¢
	Additional Adjustments	some minor reclassifications
	Labourer	\$12.71 (\$12.05)
	Maintenance III	\$14.38 (\$13.72)

Hazardous Conditions Premium:	35¢ per hour while spraying pesticides under Provincial Licenses; 35¢ per hour for foresters using ropes and harness.
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Standby Pay:	\$63 (\$60) per week for employees on regular standby.
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Weekend Standby Pay:	\$23 (\$22) per weekend.
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Shift premium: 0¢-57¢-60¢ (0¢-54¢-54¢).

Paid Vacation: Effective June 1, 1990, 5 weeks after 17 (18) years of service and 6 after 25 (29).

Health and Welfare: Dental - Effective March 1, 1990, coverage will be based on the current ODA fee schedule. (Previously, 1 year lag.)

Vision - Maximum of \$140 (\$120) every 2 years.

Hearing (new) - Benefit is \$300 every 3 years for hearing aids.

Maternity/
Adoption
Leave: Maximum of 6 month unpaid leave with benefits (previously, benefits were paid for 17 weeks + 30 days).

Job Security: No employee with more than 2 years seniority shall be laid off directly as a result of the employer contracting out. Affected employees will be reassigned without loss of seniority and, if necessary, 'pink circled' at their existing rates and eligible to receive 50% of any negotiated economic increases (new).

Meal Allowance: \$5.75 (\$5.25) after 10 hours of continuous work.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 320 employees, settled with mediation assistance. Duration of negotiations - 1 year.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
General Increases		5%	5.5%	5%*
Labourer		\$13.21 (\$12.58)	\$13.94	\$14.64
Mechanic 1, Heavy Duty Equipment		\$16.93 (\$16.12)	\$17.86	\$18.75

Student Rate - 94% of Labourer rate.

* If the GST comes into effect, a further increase of 15¢ per hour per 1% increase over 5% in the CPI for Thunder Bay from December to December 1991. Calculated and folded in monthly.

Shift Premium: Effective March 12, 1990, 0-50¢-50¢ (0-40¢-40¢).

Paid Vacation: Effective January 1, 1990, 26 days after 18 (19) years of service, 27 days after 19 (20) years, 28 days after 20 (21) years, 29 days after 21 (22) years, 30 days after 22 (23) years, 31 days after 23 (24) years, 32 days after 24 (25) years, 33

days after 25 (26) years, 34 days after 26 (27) years and 35 days after 27 (28) years. Effective January 1, 1991, 26 days after 17 years, 27 days after 18 years, 28 days after 19 years, 29 days after 20 years, 30 days after 21 years, 31 days after 22 years, 32 days after 23 years, 33 days after 24 years, 34 days after 25 years and 35 days after 26 years.

Bereavement
Leave:

Up to 3 days' paid leave upon death of step-parent/child (new).

Health and
Welfare:

LTD - Benefit level for current recipients continues to be updated by the equivalent percentage of either the average wage increase or the annual increase in the Canada CPI, whichever is less, to a maximum annual adjustment of 5%.

Dental - Coverage continues to be updated to the previous year's ODA fee schedule.

Payment in Lieu of Fringe Benefits (seasonal employees) (new) - \$1.25 per regular hour of work after 135 days of service.

Meal Allowance:

\$7.50 (\$7) for evening meal after 1 hour following an 8-hour shift and for each subsequent 4-hour period.

Safety Shoe
Allowance:

Effective March 12, 1990, maximum \$60 (\$55) per required replacement.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
FEBRUARY 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in February, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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FOOD AND BEVERAGE

Maple Leaf Mills Limited at Toronto* and Port Colborne, Ontario and Calgary Alberta - Various Locals - Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1989 to November 30, 1991, covering 230 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* West Toronto Flour Mill scheduled to close July 1, 1990.

Wages:	Effective	<u>Dec. 1/89</u>	<u>Dec. 1/90</u>
	General Increases	5.5%	5%
	<u>Port Colborne Office</u> (35 hours per week)		
	Grade 4 (includes Inventory Clerk)	\$14.74 (\$13.97)	\$15.48
	Grade 1 (includes Payroll Clerk)	\$16.96 (\$16.08)	\$17.81
	<u>Port Colborne Plant</u> (40 hours per week)		
	General Help	\$16.01 (\$15.18)	\$16.81
	Electrician 'A'	\$18.37 (\$17.41)	\$19.29
Shift Premium:	Effective February 3, 1990, 0-60¢-90¢ (0-55¢-85¢). Effective December 1, 1990, 0-65¢-95¢.		
Journeyman Premium:	Effective February 3, 1990, 45¢ (35¢) per hour. Effective December 1, 1990, 55¢.		
Health and Welfare:	The following benefits are effective March 1, 1990 unless stated otherwise.		
	<u>Life Insurance and AD & D</u> - Benefit is \$23,000 (\$22,000). Effective December 1, 1990, \$24,000.		
	<u>Weekly Indemnity</u> - Benefit is \$425 (\$400). Effective December 1, 1990, 450.		
	<u>LTD</u> - Maximum benefit is \$1,300 (\$1,200) per month.		
	<u>Vision Care Plan (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years per employee and eligible dependents.		

Dental Plan- Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Pension Plan: Past Service Supplement- Effective December 31, 1989 \$14 (\$12) per month per year of service to December 31, 1989. Effective December 31, 1990, \$15.

Clothing Allowance (Port Colborne Office): Effective February 3, 1990, \$75 (\$65) per year.

Safety Shoe Allowance: Effective February 3, 1990, Maximum reimbursement is \$120 every 2 years. (Previously, \$50 per year.)

Seagram Company Ltd. at Amherstburg - Local 2098, Canadian Auto Workers (CLC) (plant employees): A 36-month renewal agreement effective from February 1, 1990 to January 31, 1993, covering 210 employees settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/90	Feb. 1/91	Feb. 1/92
General Increase		25¢	25¢	25¢
COLA Fold-in		\$1.00	50¢	50¢
Additional Adjustments		8¢-29¢ for certain classifications		
Class "B" Help		\$16.38 (\$15.13)	\$17.13	\$17.88
Maintenance Class 'A' includes electrician		\$19.23 (\$17.98)	\$19.98	\$20.73

Previous rates reflect 20¢ COLA folded into wages during the previous agreement.

COLA: \$1.85 was generated under the previous agreement. \$1.00 to be folded in on February 1, 1990, leaving 85¢ to float. Additional fold-ins of 50¢ on February 1, 1991 and 35¢ plus a 15¢ COLA advance for a total of 50¢ on February 1, 1992.

1¢ increase for each 0.3 point change in CPI 1971=100, using October 1989 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-60¢-70¢ (0-50¢-60¢).

Lead Hand Premium: 40¢ (25¢) above highest rate in department.

Health and
Welfare:

Life Insurance - Benefit is \$30,000 (\$29,000). Effective February 1, 1991 and 1992, \$31,500 and \$33,000 respectively.

Life Insurance for Retirees - Effective February 1, 1990, benefit is \$5000 \$(4000).

Major Medical - Plan extended to include out of province coverage, Medex, durable medical equipment and prosthetic appliances for active and retired employees (new).

Drug Plan - Coverage extended to include generic drug substitutions unless prohibited by physician, for active and retired employees. (New).

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Dental Plan - Coverage is to be based on current year's ODA schedule (previously one year lag). Maximum lifetime claim for orthodontic service is \$1,500 (\$1,200).

Pension Plan:

Basic Benefit - Effective February 1, 1990, \$26 (\$23) per month per year of service. Effective February 1, 1991 and 1992, \$28, and \$30 respectively.

Supplemental Benefit - Effective February 1, 1990, \$19.00 (\$16.25) per month per year of service.

Early Retirement/Minimum Monthly Benefit - Effective February 1, 1990, employee aged 55 with at least 30 years service receives benefit of \$1,425 (\$1,250). Effective February 1, 1991, and 1992, \$1,500 and and \$1,525 respectively.

Current Retirees - Benefits increased \$1 per month per year of service.

Indexation - Effective February 1, 1991, benefit to increase annually by 75% of previous year's CPI increase, limited to a maximum 6.4% change in the CPI.

FURNITURE AND FIXTURE

Geiger International at Toronto - Local 27*, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from December 20, 1989 to December 19, 1991 covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

* Previously Local 2679.

Wages:

Effective

Dec. 20/89

Dec. 20/90

Increases

Employees Earning
Under \$14

45¢

45¢

Employees Earning \$14 or more	35¢	35¢
Red-Circled Employees	25¢	25¢
Maintenance Mechanic 'A'	\$2.00	-
Additional Adjustments	Minor restructuring of wage schedule and some reclassifications	
Labour Grade 6 (General Help-Metal)	\$8.95 (\$8.50)	\$9.40
Labour Grade 1 (no longer includes Maintenance Mechanic "A")	\$14.35 (\$14.00)	\$14.70
Maintenance Mechanic 'A'	\$16.00 (\$14.00)	\$16.00

Pension Plan: Employer Contribution - 1% of basic hourly wage per employee.
(Previously 10¢ per hour worked.)

Clothing Allowance: Maximum of \$75 (\$50) per year.

Mileage Allowance: Clause is deleted.

Safety Shoe Allowance: \$60 (\$40) per year.

Prescription Safety Glasses (new): Maximum \$50 per year.

Work Clothing Allowance: Maximum \$75 (\$50) per year for outside work.

Job Security (new): Technological Change - Employee with more than 6 years seniority will be given a trial period of 5 days at 75% pay at a trial job in the event of notice of permanent lay off due to technological change or discontinuance of work.

PAPER AND ALLIED

PCL Packaging Limited at Oakville - Local 593, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 218 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	5%	5%
	Additional Adjustments	Certain reclassifications	
	Utility	\$9.42-\$9.61 (\$8.97-\$9.15)	\$9.89-\$10.09
	Mech/Electrician	\$16.05-\$16.35 (\$15.29-\$15.57)	\$16.86-\$17.17
	Maximum rates are reached after 6 months.		
Probationary Period:	120 (90) calendar days for new employees.		
Shift Premium:	Effective February 12, 1990, 0-40¢-50¢ (0-35¢-45¢).		
	<u>Continental Night Shift</u> - Effective February 12, 1990, 55¢ (50¢) per hour.		
Trades Certificate Premium:	90¢ (50¢) per hour worked for maintenance employees. Effective January 1, 1991, \$1.25.		
Paid Holidays:	Payable at 10 (8.5) times straight time hourly rate for 12-hour shift employees. Effective January 1, 1991, 12 times straight time rate.		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective February 12, 1990, benefit is 66 2/3% of regular earnings to a maximum of \$384 (\$339). Payable on a 1\1\8\26 basis (unchanged).		
	<u>Vision</u> - Effective March 1, 1990, maximum claim is \$90 (\$80) per person every 2 years. Effective January 1, 1991, \$100.		
Safety Shoe Allowance:	\$70 (\$60) per year. Effective January 1, 1991, \$80.		
Job Security (new):	<u>Plant Closure</u> - Employer will notify union at least 60 days in advance of closure.		

Esselte Pendaflex Canada Inc. at Toronto and Mississauga - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1989 to September 30, 1991, covering 280 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/89</u>	<u>Oct. 1/90</u>
	General Increases	5%	5.25%

Group 11 (includes Custom Binder Assembler)	\$9.31-\$10.35 (\$8.87-\$9.86)	\$9.80-\$10.90
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Group 1 (Maintenance Machinist)	\$16.57-\$17.39 (\$15.78-\$16.56)	\$17.44-\$18.30
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Maximum rates for Custom Binder Assembler and Maintenance Machinist are reached after 12 months.

Shift Premium: 0-48¢-48¢ (0-45¢-45¢). Effective October 1, 1990, 0-53¢-53¢.

Lead Hand Premium: 50¢ (30¢) per hour. Effective October 1, 1990, 75¢.

Paid Long Service Holiday (new): Anniversary date of employee with 25 years of service is declared a holiday and every year thereafter while employed.

Paid vacation: 4 weeks after 11 (12) years of service.

Bereavement Leave: Up to 5 (3) days' paid leave in the event of death of spouse or child. 1 day in the event of death of brother-in-law or sister-in-law (new).

Health and Welfare: Dental - Effective April 1, 1990, coverage is based on the 1989 (1987) ODA fee schedule. Effective April 1, 1991, the 1991 ODA fee schedule..

Weekly Indemnity - Effective October 1, 1990, benefit is 70% of regular wages to a maximum of \$475 (\$425).

Safety Shoe Allowance: \$50 (\$45) per year. Effective June 1, 1991, \$55.

Tool Allowance (new): Employer contributes up to a maximum of \$25 per contract year for lost tools and up to a maximum of \$50 per contract year to replace worn or broken tools.

PRIMARY METAL

Timminco Limited, Timminco Metals Division, (previously Chromasco Division) at Haley- Local 4632, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 19, 1989 to October 18, 1992, covering 275* employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Includes 75 employees currently on lay-off.

Wages	Effective	<u>Oct. 19/89</u>	<u>Oct. 21/90</u>	<u>Oct. 20/91</u>
	General Increases	25¢	25¢	20¢

Job Class Increments**	14¢ (13.35¢)	14.5¢	15¢
Job Class 2 (includes Clean-up Labour)	\$12.34 (\$12.083)	\$12.595	\$12.80
Job Class 18 (includes Electronic Repairman)	\$14.58 (\$14.219)	\$14.915	\$15.20

** Certain skilled trades receive double increments.

Previous rates reflect \$1.02 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.45 point increase in the CPI - 1971=100, using the June 1989 (1986) index as the base. Adjusted quarterly throughout and folded. (Basic formula is unchanged.)

Standby
Premium: 75¢ (62¢) per hour for Electrician 1st Class.

Pay in Lieu
of Notice of
Lay-off: If employee not given 72 hours notice of lay-off, the employer will pay for scheduled hours during that period (new).

Health and
Welfare: Life Insurance and AD & D - Benefit is \$26,000 (\$24,000).
Effective October 19, 1990, \$28,000. Effective October 19, 1991, \$30,000.

Weekly Indemnity - Benefit is \$275 (\$250) per week for the first week through the sixth week. \$100 dollars per week for the seventh to the twenty-first week (unchanged) and \$275 (\$250) per week for the twenty-second through the fifty-second week.

Pension Plan: Basic Benefit - Effective for retirement on or after January 1, 1990, \$21 (\$20) per month per year of credited service.
Effective January 1, 1991 and 1992, \$23 and \$25 respectively.

Early Retirement - Employees eligible at age 55 with 2 years of membership in pension plan. (Previously, 10 years of continuous service).

Vesting - Upon termination of employment, prior to normal or early retirement, if employee has 5 or more years of continuous service (unchanged) prior to December 31, 1986, or after January 1, 1987, 2 or more years membership in pension plan (new).

METAL FABRICATING

Ball Packaging Products Canada Inc., (previously, Onex Packaging Inc) at Burlington Local 863, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from January 25, 1990 to January 24, 1993, covering 210 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 25/90	Jan. 25/91	Jan. 25/92
	General	3%	3%	3%
	Increases			
	General	\$15.65	\$16.12	\$16.60
	Labourer	(\$15.19)		
	Electrician	\$18.30	\$18.85	\$19.42
		(\$17.77)		

Previous rates reflect \$1.75¢ COLA folded into wages during the previous agreement.

Start Rate - \$1.20 (20¢) per hour below job rate for the first 60 (90) days, progressing to job rate with two increments of 30¢ (10¢) every 30 (45) days.

COLA: 1¢ per .325 point increase in the CPI 1961=100, using the December 1989 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

Shift Premium: 0-50¢-80¢ (0-45¢-70¢).

Lead Hand Premium: 50¢ (45¢) per hour for Mechanic and Maintainer.

Health and Welfare: Life Insurance - Maximum benefit is \$23,000 (\$20,000).

Vision Care (new) - Maximum claim is \$51 per family member every 2 years.

Dental - Maximum annual claim is \$2,200 (\$2,000) with 85%-15% (80%-20%) co-insurance. Maximum lifetime orthodontic claim is \$1,000 with 50%-50% co-insurance (new).

Pension Plan: Basic Benefit - \$21 (\$19.50) per month per year of service. Effective January 25, 1991 and 1992; \$23 and \$27 respectively.

Contracting Out (new): No contracting out of work usually performed by bargaining unit members, if it would result in the lay-off of any employee other than casual part-time employee.

Rheem Canada Limited at Hamilton* - Local 6868 United Steelworkers (AFL-CIO/CLC)
(plant and office employees): Two 36-month renewal agreements effective from November 18, 1989 to November 17, 1992, covering 256 employees, settled at the mediation. Duration of negotiations - 3 months.

*Previously included Oakville Plant

Wages:	Effective	<u>Nov. 18/89</u>	<u>Nov. 18/90</u>	<u>Nov. 18/91</u>
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General Increases:

Plant	50¢	56¢	70¢
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Office	4.5%	4.5%	4.6%
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COLA Fold-In	43¢		
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Skilled Trade Adjustment	50¢	50¢	
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Job Class Increment Increases	2.5¢	1.5¢	1¢
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Plant Employees

Class 2 (includes Stackers)	\$12.505 (\$11.550)	\$13.08	\$13.79
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Class 22 (includes Tool Maker)	\$16.605 (\$14.65)	\$17.98	\$18.89
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Lump Sum Payment: Effective February 10, 1990, each employee to receive a net (ie. after tax) payment of \$500.

COLA Provision (Plant): Deleted. (Previously 1¢ per 0.4 point change in CPI, 1971=100 using September 1988 as the base. Adjusted quarterly and capped at 60¢.)

Bereavement Leave: 3 days' paid leave upon death of parent, mother/father-in-law, brother, sister, spouse, children, grandparents, grandchild (unchanged). (Previously, 3 days if attending the funeral, 1 day if not).

Health and Welfare: Life Insurance - Effective March 1, 1990, benefit is \$21,000 (\$20,000). Effective December 1, 1990 and 1991, \$21,500 and \$22,000 respectively.

Weekly Indemnity - Effective March 1, 1990, maximum benefit is \$260 (\$245). Effective December 1, 1990 and 1991, \$275 and \$285 respectively.

LTD - (Office only) - Effective March 1, 1990, pays 60% of salary to a maximum of is \$1,800 (\$1,500) per month.

Dental Plan - Coverage is based on the 1987 ODA fee schedule (unchanged). Effective January 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Pension
Plan:

Basic Benefit -(Plant only) - Effective for retirements on or after November 1989, \$18.50 (\$17.50) per month per year of service. Effective December 1, 1990 and 1991, \$19.50 and \$20.50 respectively.

Basic Benefit -(Office only) - An employees pension is based on the best 5 of the past 10 years. (Previously, best consecutive 5 years during the past 10).

Early Retirement - Employee aged 60 (63) with 30 or more years may retire with accrued entitlement.

Safety Shoe
Allowance:

Paint room employees, \$65 (\$60) per year; all other employees \$55 (\$50). Effective November 18, 1991 \$75 and \$65 respectively.

Prescription
Safety Glasses

Maximum claim is 87.50 (82.50) per year. Effective January 1, 1991 and 1992, \$92.50 and \$95.00 respectively.

Welded Tube of Canada Limited at Vaughan - Local 8328, United Steelworkers

(AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1989 to November 30, 1992, covering 300 employees settled with mediation assistance. Duration of negotiations - 3 months.

Wages:

Effective	<u>Dec. 1/89</u>	<u>Dec. 1/90</u>	<u>Dec. 1/91</u>
General Increases	6%	5%	5%
COLA Fold-in	15¢		
Skilled Trades Adjustment	\$2.00		
Group 6 (Labourer)	\$14.60 (\$13.63)	\$15.33	\$16.10
Group 1 (Skilled Trades)	\$18.39 (\$15.31)	\$19.31	\$20.28

Start Rate - \$11.50 (\$10.69) per hour, progressing to Group 6 rate after 12 months (unchanged). Effective December 1, 1990 and 1991 \$11.75 and \$12.00 respectively

COLA:

1¢ per 0.6 point increase in CPI 1961=100, using December, 1989 index as the base. Adjusted quarterly, triggered at 6% in the first year and 5% in the second and third year. Capped at 45¢ per year. (Previously, no trigger, capped at 15¢, and only in effect for the second year of the agreement.)

Shift Premium: 0-32¢-45¢ (0-30¢-40¢).

Paid Vacation: 4 weeks after 10 (11) years of service and 5 after 20 (new).

Bereavement Leave: 3 days' paid leave upon death of step-parent (new); 3 (1) days for parent-in-law; 5 (3) days for spouse, includes common-law (new), and 1 day for grand-parent, (previously, 1 day to attend funeral only).

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$17,000).
Life Insurance for Dependents - Benefit is \$10,000 for spouse and \$5,000 for child (new).
Life Insurance for Retirees - Benefit is \$5,000 (new).
LTD (new) - Benefit is \$1,600 per month for employees with more than 5 years of service and \$800 per month for employees with less than 5 years service.
Continuation of Benefits for Survivor - Group benefits continues for up to 30 months (new).

Pension: Employer Contribution - Effective December 1, 1989, 55¢ (50¢) per hour worked.

Meal Allowance: \$6 (\$4) after 2 hours of overtime.

Safety Shoe Allowance: \$60 (\$50) maximum per year.

Profit Sharing: A joint management-union committee will determine a way to set up profit sharing over the next 6 months.

Work Environment Protection: If the temperature exceeds 35°C in the plant there will be a joint management-union meeting to find ways to reduce heat.

TRANSPORTATION EQUIPMENT

Custom Trim Ltd. at Waterloo - Local 1090, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 22, 1989 to December 21, 1992, covering 564 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	6%	5.5%	5.5%
	Additional Adjustments	Restructuring of the wage schedule- new classifications added		

Grade G (includes Packing)	\$8.29-\$9.12 (\$7.82-\$8.60)	\$8.75-\$9.63	\$9.19-\$10.11
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Grade R & M (Repairs and Maintenance)	\$14.56-\$16.13 (\$12.78)	\$15.47-\$17.02	\$16.24-\$17.86
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Maximum rates are reached on merit.

Shift Premium: 0-30¢-40¢ (0-25¢-30¢).

Paid Vacation: 4 weeks after 10 (12) years of service and 5 after 15 (20).

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$15,000) for employee, \$15,000 (\$10,000) for spouse and \$5,000 (unchanged) for dependent child.

AD & D - Benefit is \$20,000 (\$15,000).

Dental Plan- Coverage is based on the 1988 (1985) ODA fee schedule. Effective January 1, 1991 and 1992, the 1989 and 1990 ODA fee schedules respectively.

Kelsey-Hayes Canada Limited, Beards Lane Plant and Eureka Foundry at Woodstock - Local 636, Canadian Auto Workers (CLC): Two 36-month renewal agreements effective from *February 19, 1990 to February 4, 1993, with wages retroactive to February 5, 1990, covering 375 employees, at the post conciliation bargaining stage. Duration of negotiations - 2 months.

*Previous agreement expired February 1, 1990.

Wages:	Effective	<u>Feb. 5/90</u>	<u>Feb. 4/91</u>	<u>Feb. 3/92</u>
General Increases		40¢ (including COLA travel)	25¢	25¢
COLA Fold-in**		\$1.00		
Skilled Trades Adjustment		60¢		
Additional Adjustments		Beards Lane- 5¢ for oiler and fork lift driver; Eureka- 5¢ for cold box care machine operator and hot hook-up		

Eureka Foundry

Foundry Labour	\$13.84 (\$12.44)	\$14.09	\$14.34
Electrician	\$16.59 (\$14.59)	\$16.84	\$17.09
Watchman	\$13.90 (\$12.09 to \$12.26 depending on shift.)		

Beards Lane

Labour-Maintenance	\$13.90 (\$12.50)	\$14.15	\$14.40
Electronic Technician	\$17.00 (\$15.00)	\$17.25	\$17.50

**Effective February 12, 1990.

COLA: \$2.44 COLA was generated under the previous agreement. Effective February 12, 1990, \$1 is folded into wages and \$1.44 continues to float.

1¢ per 0.3 point change in the average CPI - 1971=100, using the average index for August, September and October 1989 as the base. Adjusted quarterly. Effective March 1, 1990, 2¢ per quarter to a maximum of 22¢ (14¢) is retained by the company to help defray benefit costs.

Shift Premium: Effective February 5, 1990, 0-50¢-55¢ (0-45¢-50¢).

Paid Holidays: Total of 40 (37) days over life of the agreement, due to calendar during Christmas-New Year holiday period.

Bereavement Leave: 3 days' paid leave upon death of step-parent of current spouse (new).

Health and Welfare: Life Insurance - Effective April 1, 1990, 1991 and 1992, benefits are \$22,000 (\$21,000), \$23,000 and \$24,000 respectively.

AD & D - Effective April 1, 1990, 1991 and 1992, benefits are \$11,000 (\$10,500), \$11,500 and \$12,500 respectively.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500).

Vision Care - Effective April 1, 1990, maximum claim is \$100 (\$80) every 24 months.

Major Medical - Effective between April 1, 1990 and May 1, 1990, current out-of-province coverage is extended to include a medical assistance service plan. Employer will reimburse

eligible employee and dependent for fiberglass cast currently provided for under the EHS plan (new).

Survivor Transition Income Benefit - Effective April 1, 1990 maximum monthly benefits are, \$375 (\$325) without child and \$400 (\$350) with child.

Survivor Bridging Income - Effective April 1, 1990, maximum monthly benefit is \$375 (\$350).

Continuation of Benefits for Retirees - Employer pays 100% of premium costs for hearing and vision coverage for employees retiring on or after March 1, 1990 (new).

Pension Plan: Future Retirees: For retirements effective March 1, 1990, monthly benefit is \$22 (\$20.95). For retirements effective March 1, 1991 and 1992, benefits are \$23 and \$24 respectively.

Early Retirement "30 and out" Special Allowance - Total Monthly Benefit: - Basic Monthly Benefits Per Month Per Year of Credited Service/ Normal Retirement - For retirements on or after March 1, 1990, benefit is \$1,200 (\$1,150), effective March 1, 1991 and March 1, 1992, \$1,275 and \$1,350 respectively.

Supplemental Monthly Benefit - Effective March 1, 1990, \$18 (\$17) per month per year of credited service to age 65 for a maximum of 30 years.

Current Retirees - Basic benefit for employees retiring prior to March 1, 1990, is increased by \$1.00 per month per year of credited service. Benefits for early retiree and surviving spouse will be pro-rated.

Earnings Limitation: Effective March 1, 1990, \$10,000 (\$8,000) for early retiree receiving "30 and out" special allowance.

SUB Plan (new): Effective February 12, 1990, \$115 maximum monthly benefit for eligible employee on lay-off who has exhausted their UIC benefit rights.

Safety Shoe Allowance: Effective February 5, 1990, maximum \$70.00(\$65.00) per year. Effective February 4, 1990 and February 3, 1992, \$75.00 and \$80.00 respectively.

Theft Insurance: Lifetime Maximum of \$3,000 (\$2,500) for recognised tools of skilled trades employee.

ELECTRICAL PRODUCTS

Inglis Limited at Mississauga - Local 545, Communications-Electrical Workers (CLC): A 32-month renewal agreement effective from February 5, 1990* to October 13, 1992, covering 452 employees**, settled with mediation assistance. Duration of negotiations - 10 months.

* Previous agreement expired October 13, 1989.

** Includes 150 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 5/90</u>	<u>Mar. 18/90</u>
Skilled Trades Adjustments		\$1.50	
Pay Equity Adjustments			2¢-10¢ for certain classifications
Additional Adjustments		Certain re-classifications	
Labour Grade 2 (includes Orbital Sander)			\$9.43***-\$11.43 (\$11.16-\$11.41)
Journeyman Electrician		\$17.27-\$17.42 (\$15.77-\$15.92)	
Effective		<u>Oct. 14/90</u>	<u>Oct. 13/91</u>
General Increases		57¢	60¢
Orbital Sander		\$10.00-\$12.00	\$10.60-\$12.60
Journeyman Electrician		\$17.84-\$17.99	\$18.44-\$18.59

*** Start Rate (new) - \$2 below top rate for Labour Grades 2-12, progressing to top rate after four 6-month increases of 50¢.

Student Rate (new): Effective February 5, 1990, \$7.40.
Effective October 14, 1990, \$7.70. Effective October 13, 1991, \$8.

Maximum rate for Labour Grade 2 is reached after 24 (6) months and for Journeyman Electrician after 3 months (unchanged).

Special Bonus Plan (new): For the year 1990 only, up to \$1,000 per eligible employee whose input results in improvements in quality and efficiency of employer's position in the competitive market.

The following provisions are effective from February 5, 1990 unless specifically stated otherwise.

Shift Premium: 0-31¢-34¢ (0-29¢-32¢). Effective October 14, 1990, 0-33¢-36¢.
Effective October 13, 1991, 0-35¢-38¢.

Crown Witness
Leave (new): Summomed or subpoenaed employee receives the difference between regular daily wages and witness pay.

Health and
Welfare: Life Insurance and AD & D - Effective February 1, 1990, benefit is \$17,000 (\$16,500). Effective November 1, 1990 and 1991, \$17,500 and \$18,000 respectively.

Weekly Indemnity - Effective February 1, 1990, benefit payable on on a 1/1/7/26 basis (unchanged); day surgery is to be treated as 1st day of hospitalization (new).

Semi-Private Hospitalization - Effective February 1, 1990, \$60 (\$50) per day for preferred room rate. Effective November 1, 1990 and 1991, \$65 and \$70 respectively.

Dental Plan - Effective February 1, 1990, coverage is based on the 1988 (1987) ODA fee schedule. Effective November 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Employer Contribution - Effective October 14, 1990, 53¢ (50¢) per hour worked to the union fund.

Safety Shoe
Allowance: Mandatory - \$75 (\$45) per year. Effective October 14, 1990, \$80. Effective October 13, 1991, \$85.

Non-Mandatory - \$50 (\$45) per year. Effective October 14, 1990, \$55. Effective October 13, 1991, \$60.

Eaton Yale Limited, Controls Division at St. Thomas - Local 4990, United Steelworkers (AFL-CIO/CLC): An 18 1/2 month renewal agreement effective from June 15, 1990 to December 31, 1991, with wages retroactive to February 5, 1990, covering 530 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Feb. 5/90</u>
	General Increase	65¢
	Labour Grade 1 (includes Assembler)	\$8.68 (\$8.03)
	Labour Grade 12 (Toolmaker)	\$17.77-\$19.15 (\$17.12-\$18.50)*

* Previous rates for Toolmaker were increased by \$4.41 to \$5.53 during the last agreement.

Maximum rate for Labour Grade 12 is reached based on qualifications. (Previously, after 120 days worked.)

PETROLEUM AND COAL PRODUCTS

Shell Canada Products Limited, Sarnia Refinery at Corunna - Local 848, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1990 to January 31, 1992, covering 204 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	5.5%	6%
	Regular Labour	\$14.43 (\$13.68)	\$15.30
	Journeyman	\$21.71 (\$20.58)	\$23.01
	Senior Process Operator	\$23.46 (\$22.24)	\$24.87

Paid Holidays: One floating day is added for a total of 12 (11) days.

Note: Health and welfare benefits are not covered by this agreement.

CHEMICAL AND CHEMICAL PRODUCTS

Nova Petrochemicals Inc., (previously Polysar Limited) at Sarnia - Local 914, Energy and Chemical Workers Union (CLC): A 24-month renewal agreement effective from February 1, 1990 to January 31, 1992, covering 1,350 employees, settled at the post mediation bargaining stage. Duration of negotiation - 3 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	5.5%	6.0%
	Labour	\$14.37 (\$13.62)	\$15.23
	Class I Mechanic	\$20.85 (\$19.76)	\$22.10
	Lead Technician	\$22.01 (\$20.86)	\$23.33

Shift Premium: 8 Hour Shifts - 40¢-78¢-\$1.36 (38¢-74¢-\$1.29). Effective February 1, 1991 42¢-83¢-\$1.44.

12 Hour Shifts - 52¢-\$1.18 (49¢-\$1.12). Effective February 1, 1991 (55¢-\$1.25).

Health and Welfare: Weekly Indemnity - Benefit is 75% (70%) of earnings, and the 2-day waiting period is deleted.

Vision Care Plan (new) - Up to \$100 every 2 years per eligible dependent.

Pension Plan: The parties have agreed to renegotiate the pension plan provisions during this collective agreement.

RUBBER AND PLASTICS PRODUCTS

Woodbridge Foam Corporation at Tilbury - Local 127, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from May 21, 1990 to May 20, 1993, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May. 21/90</u>	<u>May 21/91</u>	<u>May 21/92</u>
	General Increases	35¢	25¢	25¢
	Cola Fold-in	21¢		
	Skilled Trades Adjustments	35¢		
	Finishing	\$12.04 (\$11.48)	\$12.29	\$12.54
	Line Worker	\$13.39 (\$12.83)	\$13.64	\$13.89
	Journeyman Mechanic	\$16.96 (\$16.05)	\$17.21	\$17.46

Previous rates reflect 78¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, calculated quarterly beginning August, 1990 by comparing the CPI for June over March. No schedule fold-ins. (Previous formula provided for 7 quarterly adjustments - 4 at 1¢ per 0.4 point increase and 3 at 0.3 point increase.)

Signing Bonus: Effective February 12, 1990, all employees with seniority receive \$200.

Health and Safety Premium (new): 50¢ above own classification rate for full-time Health and Safety Representatives.

Paid Holidays: Easter Monday is added for a total of 7 (6) days (new).

Bereavement Leave:	3 days' paid leave upon death of grandchild (new).
Paid Lunch Periods:	One 25 (20) minute paid lunch break including a 5 minute wash-up period for 8-hour shift employees, and two 25 (20) minute paid lunch breaks for 12-hour shift employees.
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$22,000 (\$20,000). Effective May 21, 1991 and 1992, \$23,000 and \$24,000 respectively.</p> <p><u>Weekly Indemnity</u> - Benefit is payable on a 1/2/4/26 basis (unchanged), extendable for 11 (9) weeks at UIC equivalent rate.</p> <p><u>Vision Care</u> - Maximum claim is \$100 every 2 years (new).</p> <p><u>Dental Plan</u> - Coverage is based on the 1988 (1986) ODA fee schedule. Effective May 21, 1991, coverage is based on the 1989 ODA fee schedule and plan extended to include orthodontic benefit, with a maximum lifetime claim of \$1500 and 50% deductible (new). Effective May 21, 1992, coverage is based on the 1990 ODA fee schedule and plan extended to include caps, with a maximum annual claim of \$2000 and 50% deductible (new).</p>
Pension Plan:	<u>Employer Contribution</u> - Employer pays 20¢ (15¢) per regular hour worked to a maximum of 1800 hours per year (not including overtime, vacation and paid holiday hours).
Tool Allowance:	\$150 (\$100) per year. Effective May 21, 1991 and 1992, \$200 and \$250 respectively.

CONSTRUCTION

Sewer and Watermain, Curb, Gutter and Sidewalk Contractors Section of the London and District Construction Association - Local 1059, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Package:	Effective	<u>Jan. 25/90</u>	<u>July 1/90</u>
General Increases		\$1	80¢
Additional Adjustments		Restructuring of wage schedule- sector/zone distinctions are deleted	
Labourer		\$18.57 (\$17.57)	\$19.37
Miner		\$19.17	\$19.97

(\$18.17)

Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
General Increases	60¢	60¢
Labourer	\$19.97	\$20.57
Miner	\$20.57	\$21.17

Package rates shown include wages, holiday and vacation pay and employer contributions to the welfare and pension plans, as well as 5¢ to the training fund and 2¢ to the employer industry fund.

Shift Premium: 0-50¢-75¢ (0-30¢-30¢).

Meal Allowance (new): \$12 per day for all employees, except Watchmen, who work after 7 p.m.

Boot Allowance (new): Employer provides rubber boots as required.

Room and Board Allowance: \$55 (\$50) per day. \$14 for employees not allowed sufficient time to return to London by 7 p.m. on the last day worked out of town (new).

Travel Allowance: Employer provides daily transportation and pays each employee \$18 per day for work outside 40 km free travel zone area. Employees required to provide own transportation for work outside free zone receive 30¢ per kilometre between free zone and jobsite. Effective January 1, 1991, 32¢ per kilometre. (Previously, employer provided daily transportation or paid 28¢ per kilometre outside free zone for employees providing own transportation.) Employer provides transportation and \$27 per day for work 120 km from London City Hall (new).

Training Fund (new): Employer contributes 5¢ per hour worked to the union training fund.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Jan. 8/90</u>	<u>Sept. 1/90</u>
Increases		4.7%	1%	*
Teacher-Category I 0-11 years		\$25,404-\$44,002 (\$24,263-\$42,026)	\$25,658-\$44,442	

Teacher-Category IV \$30,393-\$55,578 \$30,697-\$56,134
0-11 years (\$29,028-\$53,083)

Vice-Principal \$64,811-\$66,958 \$65,460-\$67,628
0-2 years (\$61,902-\$63,952)

Principal** \$70,661-\$74,947 \$71,368-\$75,697
0-3 years
("A" School) (\$67,489-\$71,583)
("B" School) (\$65,071-\$69,165)

* Increased by the percentage increase in the CPI for the period June 1989 to June 1990, plus one-half of one percent.

** "A" and "B" School categories eliminated.

Responsibility Allowances: Increased in accordance with the general salary increase. Effective September 1, 1991, increased by the percentage increase in the CPI from June 1989 to June 1990, plus one-half of one percent.

Health and Welfare: Vision Care(new) - Effective February 6, 1990, maximum claim is \$150 every 2 years for Branch Affiliate member participating in the plan and every year for dependent child.

Dental Plan - Effective February 6, 1990, employer pays 80% (60%) of premium costs. Coverage is based on the 1987 (1985) ODA fee schedule.

Professional Development Fund: \$30,000 (\$20,000) per calendar year 1990 and 1991.

Durham Region Roman Catholic Seperate School Board at Oshawa - Ontario English Catholic Teachers' Association (Ind) and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)*: A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 790 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

* Previously, one agreement for elementary and secondary teachers.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	Increases	6.1%	6.1% for Teachers; 6.9% for Principals
	Additional Adjustments	Restructuring of Principal's salary grid	

Teacher-Category D 0-6 years	\$22,092-\$30,738 (\$20,822-\$28,971)	\$23,440-\$32,613
Teacher-Category A1 0-11 years	\$26,580-\$44,629 (\$25,052-\$42,063)	\$28,202-\$47,351
Teacher-Category A4 0-13 years	\$31,913-\$55,932 (\$30,078-\$52,716)	\$33,859-\$59,344
Principal* 0-4 years (Elementary) (Secondary)	\$63,733-\$68,207 (\$59,569-\$63,786) (\$62,206-\$66,423)	\$68,151-\$72,898

* Secondary School Principal's category deleted.

Responsibility Allowances: Regional Resource Teacher - \$1,827 (\$1,722) per year. Effective September 1, 1990, \$1,938.

Major Head, Minor Head and Assistant Head - Categories deleted. (Previously, \$3,419, \$2,238 and \$1,596 per year respectively.)

Paid Sick Leave: Maximum 20 days per year (unchanged). Maximum accumulation is 240 (230) days.

Health and Welfare: Life Insurance and AD & D - Effective March 1, 1990, benefit is \$90,000 (\$85,000). Effective September 1, 1990, \$95,000.

Vision Care - Effective March 1, 1990, maximum claim is \$125 (\$85) per year for dependent child. Effective September 1, 1990, \$150.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Hastings County Board of Education at Belleville - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement* effective from September 1, 1989 to August 31, 1991, covering 494 employees settled with mediation assistance. Duration of negotiations - 12 months.

* Now includes Continuing Education Teachers (new).

Wages:	Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
	General Increases	5.6%	0.8%
	Additional Adjustments	\$500 Vice-Principal	
	Teacher- Category 1	(\$27,360-\$44,111) (\$25,910-\$41,772)	\$27,579-\$44,464

Teacher-Category 4 (0-13 years)**	\$32,385-\$56,020 (\$30,668-\$53,049)	\$32,644-\$56,468
Vice-Principal	\$63,867-\$66,154 (\$59,980-\$62,146)	\$64,378-\$66,683
Principal	\$70,816-\$75,084 (\$67,061-\$71,102)	\$71,383-\$75,685
Effective	<u>Sept.1/90</u>	<u>June 1/91</u>
General Increases	5.75%**	***
Additional Adjustments	\$500 Vice-Principal	
Teacher-Category 1	\$29,165-\$47,021	
Teacher-Category 4 (0-12 years)	\$35,793-\$59,715	
Vice-Principal	\$68,608-\$71,046	
Principal	\$75,488-\$80,037	

** Effective September 1, 1990, grids for A3 and A4 Categories are compressed to 0-12 (0-13) years by eliminating the first steps. 5.75% increase is applied subsequent to revision of grids.

*** Conditional wage adjustment equal to the percentage increase in the CPI from May 1990 to May 1991, triggered at 5.75% and capped at 8%. (In previous agreement, January 1, 1989 conditional wage adjustment equal to CPI October 1987-October 1988, did not trigger.)

Sick Leave: 20 days per each year of service (unchanged) with a maximum accumulation of 220 (210) days. Effective September 1990, 230 days.

Paid Maternity/
Adoption Leave
(new): Employer pays an amount equivalent to 50% of the allowable UIC benefit for the two-week UIC waiting period.

Health and
Welfare: OHIP - Effective January 1, 1990, employer pays 100% (85%) of the premium costs.

Dental - Effective February 1, 1990, coverage for restorative services added; employer pays 40% of related premium costs (new). Effective September 1, 1990, coverage for orthodontic services added; employer pays 25% of related premium costs (new).

Continuation of Benefits During Leave With Salary Holdback - Benefit premium prorated based on salary received by employees on salary deferral leave. (Previously, employee paid.)

Retirement
Gratuity: Sabbatical leave will be counted toward calculations for gratuity (new).

Paid Union
Leave: Teachers' share of UIC rebate that employer qualifies for used to pay salary of one full-time Federation Officer (unchanged). Effective September 1, 1990, employer pays balance of salary to Category A4 maximum. (Previously, 1/2 balance of salary to Category A4 maximum.)

Ottawa Board of Education - Employees' Union (Ind.) (full-time and part-time custodial, maintenance and service employees): A 24-month renewal agreement effective from March 16, 1989 to March 15, 1991, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Mar. 16/89</u>	<u>Mar. 16/90</u>	<u>Aug. 20/90*</u>
	General	5%	5.4%	
	Increases			

Additional Some internal and
Adjustments pay equity adjustments

Part-time Employees

Kitchen	\$8.08	\$8.52
Assistant	(\$7.68)	
Caretaker	\$9.62	\$10.14
(\$9.16)		

Full-time Employees

Chief Custodian	\$11.96	\$12.60	\$13.22
Category 5	(\$11.39)		
Electrician	\$15.15	\$15.97	\$15.97
Maintenance	(\$14.43)		
Category 1			

* A few classifications, including Chief Custodian, were restructured on the grid and given various adjustments.

Lump Sum
Settlement
Payment: \$100, pro-rated for part-time employees.

Shift Premium
(new): Effective August 20, 1990, Custodians, Category II, paid at level iv receive 10¢ per hour for regularly scheduled afternoon shifts.

Saturday Premium:	60¢ (50¢) per hour worked. Effective March 16, 1990, 65¢.
Responsibility Allowance:	\$524.93 (\$499.93) per annum for maintenance employee working as Chief-Maintenance in charge of 4 or more employees. Effective March 16, 1990, \$553.26.
Paid Vacation:	Effective July 1, 1990,(12-month employees) 5 weeks vacation after 19 (20) years of service and 6 weeks after 30 years (new). The provision for 22 days after 18 years is deleted.(10-month employees) receive 21 days after 19 (20) years of service and 25 days after 30 years (new).
Hours of Work:	<u>Job Sharing (new)</u> - Effective August 20, 1990, this option available on day and afternoon shift for custodian category 2 positions with benefits on a prorated basis.
Health and Welfare:	<u>Life Insurance</u> - Effective May 16, 1990, employer pays 100% (80%) of premium costs. <u>Life Insurance - Part-time</u> - Effective May 16, 1990, employer pays 100% (80%) of premium costs. Benefit is \$25,000 (\$15,00). <u>Dental Plan</u> - Effective May 16, 1990, coverage is based on 1988 (1986) ODA fee schedule. Plan is extended to include major restorative services to a \$1000 annual maximum per insured person, provided on a 50%-50% co-insurance basis (new). Benefit is prorated for part-time employees.
Custodial Allowance:	\$92.44 (\$88.04) per annum for each classroom above 5 in use and when portable classrooms are erected. Effective March 16, 1990, \$97.43 per annum. \$9.24 (\$8.80) per additional room, per school month, if new classrooms constructed or if Custodian moved to a larger school. Effective March 16, 1990, \$9.74. Both allowances cease as of August 20, 1990.
Certification Allowance:	\$350.33 (\$333.65) per annum for Chief Custodian, Relieving and Spare Caretakers with Fourth Class Engineering Certificates. Effective March 16, 1990, \$369.24.
Job Security:	Effective September 1, 1990, no regular full-time or part-time employee who attains 9 (11) or more years of seniority shall be laid off by employer. <u>Technological Change (new)</u> - Employees displaced by the introduction of new automated equipment shall be reassigned, retrained, counselled or given other such measures as may be required. In the event of downward reclassification, employees shall suffer no reduction in earnings.
Meal Allowance:	Effective March 16, 1990, \$6.64 (\$6) after 3 hours of overtime.

Renfrew County Roman Catholic Separate School Board at Pembroke - Ontario English Catholic Teachers' Association (Ind.) and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 326 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/89</u>
	General Increase	5.5%
	Teacher-Category D 0-9 years	\$19,544-\$29,949 (\$18,525-\$28,388)
	Teacher-Category A1 0-11 years	\$23,343-\$44,350 (\$22,126-\$42,038)
	Teacher-Catergory A4 0-12 years	\$30,346-\$54,852 (\$28,764-\$51,992)
	Vice-Principal - Secondary 0-3 years	\$59,302-\$64,848 (\$56,210-\$61,467)
	Principal (Qualified) - Secondary 0-3 years	\$67,006-\$72,179 (\$63,513-\$68,416)

Annual Responsibility Allowances: Principal - Elementary - \$859 (\$795) per full-time classroom, \$431 (\$399) per half-time classroom, \$916 (\$848) for Principal's Certificate and \$1,320 (\$1,222) for Supervisory Officer's Certificate. Minimum total allowance \$4,162 (\$3,854).

Vice-Principal - Elementary - \$406 (\$376) per full-time classroom and \$204 (\$189) per half-time classroom.

Coordinator - \$4,945 (\$4,687).

Organizational Unit Head - (\$3,376) (\$3,200).

Paid Paternity Leave: Maximum of 2 (1) days' paid leave for the birth or adoption of a child.

Health and Welfare: Dental Plan - Coverage continues to be based on the current year's ODA fee schedule. Benefits based on Great West Life, August 1989 Dental Plan. (Previously, Blue Cross, 1981.)

Mileage Allowance: 25¢ (23¢) per kilometre per car per day or \$2.85 (\$2.60) per car per day, whichever is greater.

P.T.R.: The Pupil Teacher Ratio is not to exceed 19.0 (19.5).

Simcoe County Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1000 employees, settled at the bargaining stage. Duration of negotiations 12 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	General Increases	5.7%	5.7%
	Teacher-Category I 0-11 years	\$27,082-\$45,109 (\$25,621-\$42,676)	\$28,626-\$47,680
	Teacher-Category IV 0-11 years	\$32,442-\$56,421 (\$30,692-\$53,378)	\$34,291-\$59,637
	Curriculum Officer 0-2 years	\$60,718-\$62,988 (\$57,443-\$59,591)	\$64,179-\$66,578
	Vice Principal 0-3 years	\$62,492-\$66,698 (\$59,122-\$63,101)	\$66,055-\$70,500
	Principals 0-4 years	\$70,604-\$76,101 (\$66,797-\$71,997)	\$74,629-\$80,439

Summer School/
Night Teachers

Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
General Increase		5.7%

Additional Restructuring
Adjustments of salary grid

Per Credit Course

Teacher-Category IV 0-5 years	\$2,708-\$3,528 (\$157.50/day)	\$2,862-\$3,729
Teacher-Category VII 0-5 years	\$3,244-\$4,334 (\$157.50/day)	\$3,429-\$4,581
Assistant Principal 0-3 years	\$6,249-\$6,670 (\$1,893)	\$6,605-\$7,050
Principal 0-3 years	\$7,060-\$7,472 (varied with enrollment)	\$7,462-\$7,898

Lump Sum In March 1990, each full-time teacher to receive a one-time lump
Payments: payment of \$50. Prorated for part-time teachers.

COLA (new): Commencing September 1, 1990, % increase in individual teacher's
 annual salary equal to % rise in the Ontario CPI above the
 August 1990 level. Triggered at 6% and adjusted monthly.
 Maximum adjustment of 1% of annual salary.

Responsibility Increased in accordance with general salary increases.
Allowances:

Supplementary Payment Plan for Maternity and Adoption Leave (new):	Covers the 2-week UIC waiting for period at an amount equal to employee's UIC entitlement. Effective September 1, 1990, coverage for the two-week period will be at 60% of the employee's weekly salary.
Parental Leave (new):	1 day to attend birth of a child, charged against sick leave credits.
Paid Union Leave:	Effective January 1, 1990, employer to absorb 50% of the annual cost of releasing the union president for the length of the term of office. (Previously, union re-imbursed the employer 100%)
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective January 1, 1990, employer pays 100% of premium costs for the first \$25,000 coverage. (Previously employer paid 50% of premium costs for teachers insured for \$25,000 or less and 100% for the first \$25,000 for teachers insured for more than \$25,000.)
	<u>Dental Plan</u> - Effective September 1, 1990, employer pays 75% (70%) of premium costs. Effective January 1, 1991, 80%.
Pension Plan:	<u>Early Retirement Incentive</u> - Deleted.
Professional Development Allowance:	Allocation to be \$70 (\$60) per year per FTE teacher. Effective September 1, 1990, \$80.
Education Allowance:	Employer pays cost of required texts to maximum of \$200 (\$100) per course.

Windsor Roman Catholic Separate School Board - Local 210, Service Employees (AFL-CIO/CLC) (full-time and part-time caretakers and maintenance employees, teacher assistants, secretaries, and office and clerical employees): Four 36-month renewal agreements effective from January 1, 1990 to December 31, 1992, covering 371 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	Increases	3% for Caretakers and Maintenance and 4% for all other employee groups	4%	5%
	Pay Equity Adjustments	\$1 per hour for Elementary School Secretaries; \$1-\$2.50 for School and Teacher Assistants, depending upon credentials		

COLA 71¢
Fold-in
(Caretakers and
Maintenance)

Teacher Assistants

Teacher Assistant up to 1 year	\$11.11 (\$9.68)	\$11.55	\$12.13
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Teacher Assistant over 1 year with E.C.E. Diploma	\$14.56 (\$11.50)	\$15.14	\$15.90
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Caretakers and
Maintenance

Caretaker	\$15.16 (\$14.01)	\$15.77	\$16.56
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Maintenance	\$16.38 (\$15.19)	\$17.04	\$17.89
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The following provisions apply to all employee groups unless stated otherwise.

COLA (Caretakers and Maintenance):	Effective each year of the agreement, 1¢ per 0.25 point increase in the CPI - 1981=100, using the index of the preceding December as the base. Triggered at 3% and capped at 7.5% each year. Adjusted quarterly and folded in annually. (Previously, no trigger.)
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Holiday Pay (Teacher Assistants):	Employees receive a lump sum payment in lieu of 8 additional paid holidays per year (new).
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Long Service Pay:	\$70 (\$60) per year after 5 years of service, \$130 (\$120) after 10, \$190 (\$180) after 15, \$250 (\$240) after 20 and \$310 (300) after 25 for Caretakers and 60 per year after 5 years of service \$120 after 10 years, \$18 after 15 years, \$240 after 20 years and \$300 after 25 years for Teacher and School Assistants.
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Paid Paternity Leave:	Up to 2 days' paid leave for the birth/adoption of a child.
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Paid Holidays:	Boxing Day is added for a total of 10 (9) days.
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Bereavement Leave:	5 days' paid leave upon death of child, spouse or parent. 3 days for sister, brother, parent-in-law, grandparent, grandchild, or daughter/son-in-law. 1 day for aunt, uncle, niece, nephew, or brother/sister-in-law. 1 day for employee
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acting as a pallbearer. Leave extended for up to 3 calendar days if relatives covered reside outside North America. 1 additional day after the funeral, for employee serving as Executor of the will in Canada. (Previously, provisions varied according to occupational group.)

Professional
Development
Leave (Teacher
Assistants):

2 days' paid leave per year (new).

Health and
Welfare:

Life Insurance and AD & D - Benefit is \$25,000. (Previously, \$20,000 for Caretakers and Maintenance and 12-month Secretaries, \$15,000 for 10-month Secretaries and \$10,000 for Teacher Assistants.)

Life Insurance for Retirees - Benefit is \$12,000. (Previously, \$8,000 for Caretakers and Maintenance, and \$6,000 for Office and Clerical.)

Weekly Indemnity (Teacher Assistants) (new) - Employer pays 100% of premium costs. Benefit is \$185 for a maximum of 52 weeks.

Semi-Private Hospitalization (Teacher Assistants) (new) - Employer pays 100% of premium costs.

Drugs - Employer pays 100% (75%) of premium costs for Teacher Assistants. 35¢ deductible per prescription for Caretakers and Maintenance, Teacher Assistants, and Office and Clerical (new).

Vision (Teacher Assistants) - Employer pays 100% (75%) of premium costs. Maximum claim is \$100 (\$60) every 24 months.

Dental - Employer pays 100% (75%) of premium costs for basic plan and for extended coverage which includes 80%-20% co-insurance for restorative services (new) and 50%-50% co-insurance for orthodontic services (new) for Teacher Assistants. Coverage for all employee groups continues to be based on the current years' ODA fee schedule.

Continuation of Benefits for Maternity/Adoption Leave (new) - Employer continues to pay health and welfare premiums during the first 17 weeks of maternity/adoption leave for Caretakers, Maintenance Employees, Teacher Assistants, and Secretaries.

Retirement Allowance - Employee retiring at age 60 or older with 20 or more years of service receives an allowance equivalent to the cost of health and welfare benefits. (Previously, Caretakers retiring at age 63 with 20 years received \$500 per year for the cost of benefits, Office employees retiring at age 62 received continued benefit coverage with Dental reduced to basic and denture re-alignment coverage, and retirees aged 65 received similar benefits with denture repair coverage but without OHIP. New for Teacher Assistants and Secretaries.)

Pension Plan (Teacher Assistants) (new):	<u>Employer Contribution</u> - 50% of cost of coverage under the OMERS plan for eligible employees.
Safety Shoe Allowance (Caretakers):	Employees are provided with 1 pair of safety shoes/boots per year. (Previously, \$40 per year for Maintenance and Utility Caretakers only.)
Uniform Allowance (Caretakers):	Employer provides 3 shirts and 3 pants initially and 2 shirts and 2 pants per year thereafter. (Previously, employee received \$80 per year clothing allowance.) One shop coat per year for Warehouse employees (new).
Clothing Allowance (Teacher Assistants):	Employer provides smocks as required to employees working with Junior Kindergarten and in Special Needs Areas (new).
Travel Allowance (Caretakers):	\$2 (\$1.75) for travel between schools that are more than 1 block and less than 2 miles apart and \$2.50 (\$2.25) for over 2 miles.
Union Retiree Aid Fund (Caretakers):	<u>Employer Contribution (new)</u> - \$1.50 per employee per month.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 4,738 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Apr. 1/90</u>
	General Increase	\$16.80 plus 4.11% per week	
	Additional Adjustments*	1% for Occupational Therapist 1-3	1.35% for Nursing Group SP-06; 2 Steps to top of range for certain Nurse Generals at Penetanguishene Mental Health Center

Weekly Rates

Statistician 1	\$574.00-\$651.82	
minimum 36.25	(\$534.54-\$609.29)	
hours per week		
Nurse 2 General	\$714.15-\$817.94	\$723.79-\$828.98
40 hours per week	(\$669.16-\$768.85)	
Psychologist 3	\$1,096.01-\$1,364.48)	
minimum 36.25	(\$1,035.94-\$1,293.81)	
hours per week		

Previous rate for Nurse 2 General reflect a \$4 per week pay equity adjustment.

* Effective July 1, 1990, 1% for Psychometrist and Social Worker 1-2.

Maximum rates are reached on merit.

LOCAL ADMINISTRATION

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 335 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General	5%	5.5%	5%*
	Increases			

Hourly Rates

Group 2	\$9.64-\$11.90	\$10.17-\$12.56	\$10.68-\$13.18
(includes Clerk (Typist II)	(\$9.18-\$11.33)		
Group 11	\$17.33-\$21.40	\$18.28-\$22.57	\$19.20-\$23.70
(includes Planner II)	(\$16.50-\$20.38)		

*GST Protection Clause (new): 15¢ per hour per 1% increase in the Thunder Bay-1981=100, using the CPI for December 1990 as the base. Triggered at 5%. Calculated, and if applicable, folded in monthly during the last year of the contract.

Shift Premium: \$2.50 (\$2.30) per day when majority of hours falls between 6 p.m. and 6 a.m. Not applicable when overtime rates are in effect.

Paid Vacation: Effective January 1, 1990, 5 weeks after 16 years (unchanged), plus 1 additional day for each year of service beyond 16 (17) years to a maximum of 10 extra days.

Health and Welfare: Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Supplementary Payment Plan for Maternity Leave (new): Plan pays the difference between 75% of regular weekly earnings and the UIC benefit following the two-week UIC waiting period.

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC) (inside and seasonal recreation employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 1,057 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	5.3%	5.3%

Additional Adjustments	minor re-classifications
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Bi-Weekly Rates

Junior Clerk 7.00 (33.75 hours per week) (includes Clerk-typist)	\$746.26-\$883.04 (\$708.70-\$838.59)	\$785.81-\$929.84
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Supervisory 1.10 (37.5 hours per week) (includes Analyst Programmer)	\$1,425.65-\$1,728.98 (\$1,353.89-\$1,641.96)	\$1,501.21-\$1,820.62
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Health and Welfare: Life Insurance - Effective June 1, 1990, benefit is 2 (1.5) times basic annual salary rounded to nearest \$500.

Life Insurance for Retirees - Effective June 1, 1990, benefit is 1/2 (1/3) regular salary at retirement. Effective June 1, 1990, new employees will receive only \$10,000 life insurance benefit upon retirement.

The following benefit changes apply only to regular full-time and temporary full-time employees (who have completed 90 calendar days):

Vision Care Plan - Effective March 1, 1990, maximum claim is \$150 (\$100) every 24 months.

Dental Plan - Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1991, the 1991 ODA schedule.

Effective March 1, 1990, \$2,000 (\$1,500) lifetime maximum for orthodontic benefits. Co-insurance factor deleted on caps and crowns and annual maximum benefit is increased to \$2000 (\$1,500). (Previously, 50%-50% co-insurance).

Continuation of Benefits During Maternity and Adoption Leave - Employer pays 100% of premium costs for semi-private hospitalization, drugs, dental, and life insurance benefits for regular full-time employees for the period of maternity or adoption leave, provided the employee remains in the employ of the Corporation for a minimum of 3 months following the leave. (Previously, employee paid.) The employee continues to accumulate vacation entitlement for the first six months of leave (new).

Paid Vacation: Effective January 1, 1991, 3 weeks after 3(4) years; also 3 weeks plus 2 days after 7, 3 weeks plus 3 days after 8, and 3 weeks plus 4 days after 9 year (all new).

Lunch Period: 1 hour unpaid lunch (previously 1 1/4 hour paid) Monday-Friday.
(Parking 1 (1 1/4)hour paid lunch on Saturday.
Operations
Division):

Hours of Work 33.75 hours per week, 6.75 hours per day.
(Traffic
Studies and
Administration)
(new):

Bereavement 3 days' paid leave upon death of common-law spouse (new).
Leave:

Maternity/
Adoption Plan: Supplementary Payment Plan: For regular full-time employees, maximum 15 weeks at the difference between 75% of wages and the UIC benefit to a maximum of \$150 bi-weekly, paid after 2-week waiting period.

Paid Paternity/
Adoption Leave: 1 day with pay for the birth or adoption of a child and 2 unpaid days for a total of 3 days (previously 3 unpaid days).

Mileage Effective June 1, 1990, 35¢ (30¢) per kilometer.
Allowance:

Job Security: No member of the bargaining unit whose seniority dates to January 1, 1977 (1970) to be laid off for any reason.

Addenda

January 1990 Settlements

TRANSPORTATION

Laidlaw Transit Ltd. (Orillia/Barrie Division), previously Travelways Ltd. at Orillia - Local 307, Canadian Brotherhood of Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective September 1, 1989 to August 31, 1991, covering 225 employees, settled at the conciliation officer stage and ratified in January. Duration of negotiations - 5 months.

Effective	<u>Sept. 1/89</u>	<u>June 30/90</u>	<u>Sept. 1/90</u>
Increases	4.7%-14% (all employees)	8.6% for (Transit Driver only)	3.5%-6.8% (all employees except Transit Drivers)

Schedule "A"

School Bus Drivers (0-249 Daily Kilometres)	\$27.93-\$34.32 (\$19.93-\$26.32)		\$29.33-\$36.04
Charter Rate (per hour)	\$7.35 (\$6.35)		\$7.75

Schedule "B"

Transit Driver (per hour)	\$11.05 (\$10.55)	\$12.00	
Limo Driver (OWLS)	\$9.50 (\$8.35)*		\$10.00

Schedule "C"

Service Person	\$7.60 (\$7.09)		\$8.10
Licensed Mechanic	\$13.50 (\$11.85)		\$14.25

*Full-time hourly rate.

2 hours' pay at regular rate.

Call in Pay
Transit Driver
(new):

Reporting Pay Transit Driver (new):	Minimum 2 hours' pay at the transit rate.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$35,000 (\$30,000).
Retraining Allowance (new):	Transit employees required to take a retest or retraining shall be compensated at their regular rate of pay.
Education Allowance (new):	\$25 for any subsequent D.D.C. course if requested by company.
Mileage Allowance: (Away from Home Location)	20¢ per kilometer (30¢ per mile).
Meal Allowance: (Away from Home Location)	\$14.50 (\$14) per day. Effective September 1, 1990, \$15.
Attendance Bonus:	Clause deleted.
Accident Free Bonus:	Clause deleted.
Tool Allowance:	\$160 (\$125) per year to each licenced Mechanic and body shop Technician. Effective September 1, 1990, \$170.
Boot Allowance:	\$60 (\$53.50) per year for each full-time maintenance employee.
Hydro Allowance: (Schedule "A")	\$14 (\$13) monthly for the winter months on Company request. Effective September 1, 1990, \$15.
Tool Insurance:	Employer will pay 60 (50)% of the premium for fire and theft insurance in the amount of \$6,000 (\$5,000).
Meal Allowance (Schedule "A"):	First Day - \$7 (\$6.50) after 8 hours and \$3.50 (\$3.25) for each four hour period thereafter. Second and subsequent days - \$15 (unchanged). Effective September 1, 1990, \$7.50 after 8 hours and \$3.75 for each 4 hour period thereafter on the first day. \$16 per second and subsequent days.

EDUCATION AND RELATED SERVICES

Stormont, Dundas and Glenora County Separate School Board at Cornwall - Ontario English Catholic Teachers' Association (Ind.) (elementary school teachers)*: A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 232 employees, settled at the post fact finder bargaining stage and ratified in January 1990. Duration of negotiations - 10 months.

* Previously, one agreement for elementary and secondary school teachers.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	Average Increase	6%	*
	Additional Adjustment	Restructuring of wage grid to attain parity with public school teachers	
	Teacher-Category D 0-6 years	\$21,540-\$28,140 (\$19,408-\$26,055)	
	Teacher-Category A1 0-12 years	\$26,340-\$44,640 (\$23,662-\$40,944)	
	Teacher-Category A4 0-12 years	\$30,320-\$55,190 (\$28,182-\$50,868)	
Annual Responsibility Allowances:	Principal 0-5 years	\$3,950-\$7,900 (\$3,695-\$7,395)	**
	Vice Principal 0-4 years	\$3,047-\$5,483 (\$2,852-\$5,132)	
	Consultant 0-5 years	\$2,635-\$4,620 (\$2,463-\$4,318)	
	Co-ordinator 0-2 years	\$5,000-\$7,000 (new)	
	Substitute Principal/Vice Principal - \$22 (\$20.50) per day.		

*Effective September 1, 1990, increase to equal the percentage increase negotiated for secondary school teachers.

** Effective September 1, 1990, increased in accordance with general salary increases.

Paid Personal Leave: Effective September 1, 1990, 2 (1) days for the 1990-1991 school year deducted from sick leave credits.

Health and Welfare: Dental - Effective February 1, 1990, coverage is based on the 1987 (1984) ODA fee schedule. Effective February 1, 1991, the 1988 ODA fee schedule.

Paid Preparation Time (new): 120 minutes per week per teacher for the 1990-1991 school year.

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MARCH 1990



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in March, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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TEXTILE

Celanese Canada Inc. - Millhaven Plant at Kingston - Local 9670, Energy and Chemical Workers (CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993 covering 502 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>Mar. 18/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	5.3%	5.3%	5.5%*
	Labourer	\$13.98 (\$13.28)	\$14.72	\$15.53
	Electrician	\$17.71 (\$16.82)	\$18.65	\$19.68

* Increase will be reexamined if CPI exceeds 5.5%.

Hours of Work: 1/2 hour paid lunch period(new)

Shift Premium: 0-59¢-59¢ (0-52¢-52¢).

Sunday Premium: \$2.27 (\$2.12) per hour.

Continuous Shift Premium (new): 42¢ per hour for regularly scheduled continuous shifts.

Bereavement Leave: 5 (3) days' paid leave, to a maximum of 40 hours, upon death of spouse or child for 8-hour shift employee. 5(2) days' paid leave, to a maximum of 36 hours for 12 hour-employee. Maximum 8 hours' paid leave to attend funeral of brother/sister-in-law (new).

Medical Examination Leave: 8(4) hours' paid leave per year.

Elected to Public Office/ Paid Leave: 12 (6) hours per month.

Health and Welfare: Dental Plan - Coverage continues to be based on current ODA fee schedule.

Severance Pay: In case of total or partial plant closure, 1 week's regular pay per year of service for employee with 1 to 15 years of service, to a maximum of 15 weeks' pay; 1 1/2 week's pay per year of service for an employee with more than 15 years, to a maximum of 42 weeks' pay. (Previously, 1 week's pay per year of service, to a maximum of 30 weeks' pay.)

Job Security: Seniority shall be maintained for a period of 18 (15) months on lay-off.

Safety Shoe Allowance: \$60 (\$55) per year. Effective April 1, 1991 and 1992, \$65 and \$70 respectively.

TRW, Vehicle Safety Systems Division at Penetanguishene and Midland - Local 1698, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 800 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
General Increases		70¢	50¢	45¢
Skilled Trades Adjustment		25¢ Mechanic I 15¢ Mechanic II	25¢ Mechanic I 15¢ Mechanic II	
Additional Adjustment		10¢ Warehouse Clerk		
Assembler/Sewer		\$11.14 (\$10.44)	\$11.64	\$12.09
Production Mechanic I		\$13.44 (\$12.49)	\$14.19	\$14.64

Shift Premium: 0-25¢-30¢ (0-20¢-25¢); 45¢ (35¢) for employees on alternating shifts. Effective April 1, 1991 and 1992, 55¢ and 65¢ respectively for employees on alternating shifts.

Paid Vacation: Effective April 1, 1992, 5 weeks after 20 (23) years of service.

Health and Welfare: Life Insurance and AD & D - Effective April 1, 1991, benefit is \$9,000 (\$8,000). Effective April 1, 1992, \$10,000.
Dental - Coverage is based on 1988 (1983) ODA fee schedule. Effective April 1, 1991 and 1992, the 1989 and 1990 fee schedule respectively.

Pension Plan: Basic Benefit - \$5 per month per year of continuous service minus 1 year up to June 30, 1984 (unchanged). Effective April 1, 1991, \$11(9) per month per year of continuous service minus 1 year after June 30, 1984. Effective April 1, 1992, \$13.

FURNITURE AND FIXTURE

La-Z-Boy Canada Limited at Waterloo - Local 400, Electronic, Furniture Workers (AFL-CIO): A 24-month renewal agreement effective from March 18, 1990 to March 14, 1992, covering 318 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 19/90</u>	<u>Feb. 4/91</u>
	General Increases	3%	3%
	<u>Non Incentive</u>		
	Grade 1 (includes General Help)	\$9.09 (\$8.83)	\$9.36
	Grade 5 (includes Wood Finishing Technician)	\$13.33 (\$12.94)	\$13.73
	Tool and Die Maker	\$16.32 (\$15.84)	\$16.81
Probationary Period:	7 calendar weeks (60 calendar days). May be extended by up to 4 weeks by mutual agreement (new).		
Paid Rest Periods:	Three 10-minute rest periods, Monday through Thursday for full-time night shift employees (new).		
Overtime Pay:	Time and one-half for all hours worked after 40 hours per week on Saturday, after 8 1/2 hours, Monday to Thursday and after 6 hours on Friday for day shift employees, and after 10 hours Monday through Thursday for the night shift. (Previously, time and a half after 40 hours per week.)		
	Double time (time and one-half) for work on a paid holiday.		
Bereavement Leave:	3 (1) days' paid leave upon death of grandparent or father/mother-in-law. 1 day's paid leave upon death of grandchild (new).		
Health and Welfare:	<u>AD & D (new)</u> - Benefit is \$10,000.		
	<u>Weekly Indemnity</u> - Payable from the 1st (8th) day of hospitalization.		
	<u>Dental Plan</u> - Coverage is based on the 1990 (1987) ODA fee schedule.		
Pension Plan	<u>Employer Contribution</u> - Employer to contribute 50¢ for each dollar contributed by the employee to a maximum of 1% of the employee's gross pay towards a Group Registered Retirement Savings Plan. Plan to go into effect as soon as possible between June 1, 1990 and September 1, 1990.		
Safety Shoe Allowance:	\$110 every 2 years for yard employees and \$60 every 2 years for other employees. (Previously, \$55 and \$30 per year respectively.)		
Tool and Safety Clothes Allowances:	\$175 (\$150) per year for tools and flame retardent clothing for maintenance employees.		

Job Security (new): Students shall not take work away from bargaining unit employees and they shall not be employed when bargaining unit employees are on lay-off.

Sklar-Peppler Inc., Sklar Division at Whitby - Local 50U, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 1, 1990 to February 28, 1993, covering 420 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/90</u>	<u>Mar. 1/91</u>	<u>Sept. 1/91</u>
	General Increases	30¢	30¢	15¢
	Job Class 2 (includes Material Handler)	\$9.17 (\$8.37)	\$9.47	\$9.62
	Journeyman	\$14.25 (\$13.95)	\$14.55	\$14.70
	Effective	<u>Mar. 1/92</u>	<u>Sept. 1/92</u>	
	General Increases	30¢	15¢	
	Job Class 2 (includes Material Handler)	\$9.92	\$10.07	
	Journeyman	\$15.00	\$15.15	

COLA: COLA clause remains inoperative. 70¢ COLA generated during a previous agreement continues to float.

Bereavement Leave: 1 day's paid leave upon death of grandparent, or sister/brother-in-law (new).

Reporting Pay: 2 hours' pay in lieu of notice at regular rate if sent home due to lack of work prior to end of shift (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (\$12,000). Effective April 1, 1990, \$25,000. Effective March 1, 1991 and 1992, \$30,000 and \$35,000 respectively.

Weekly Indemnity - Effective for claims on or after April 1, 1990, maximum benefit is \$220 (\$200). Effective March 1, 1991 and 1992, \$240 and \$275 respectively.

Dental Plan - Coverages continues to be updated annually to the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1990, \$16 per month per year of future service. Effective January 1, 1991 and 1992, \$18 and \$20 per month per year of future service, respectively. (Monthly benefit rate for years of service prior to 1990, ranged from \$7 to \$14, depending on the year being accredited.)

Safety
Prescription
Glasses (new):

Effective May 1, 1990, employer pays up to \$100 per year for designated employees.

PRINTING, PUBLISHING AND ALLIED

Southam Inc., Windsor Star Division - Joint Council of Unions (AFL-CIO/CLC)*:

Nine 24-month renewal agreements effective from January 1, 1990 to December 31, 1992, covering 373 employees, settled with mediation assistance. Duration of negotiations - 7 months.

* Includes Locals 274 and 517, Graphic Communications Union (GCU), Local 553, Communication Workers of America (CWA) and Local 239; Newspaper Guild (TNG).

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
General Increases		5.5%	5.5%**	5.6%**

Weekly Rates

Circulation and
Editorial
Department (TNG)

Office Messenger	\$355.85 (\$337.30)	\$375.42	\$396.44
District Representative-Manager	\$495.05-\$820.70 (\$469.24-\$777.91)	\$522.28-\$865.84	\$551.53-\$914.32
Reporter	\$525.72-\$851.36 (\$498.31-\$806.98)	\$554.63-\$898.19	\$585.69-\$948.49
Senior Editor	\$997.42 (\$945.42)	\$1,052.28	\$1,111.20

Mechanical
Trades
GCU and CWA)

Journeyman Pressman/Printers	\$822.21 (\$779.35)	\$867.44	\$916.01
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** Increases for January 1990 and January 1991 to equal the amounts shown on the percentage rise in the CPI for the 12-month period preceding each of their dates respectively, whichever is higher.

Shift Premium: Effective March 4, 1990, 0-\$10-\$10 (0-\$9.50-\$9.50) per shift; January 1, 1991, 0-\$10-\$10.50; January 1, 1992, 0-\$11-\$11.

Split Shift - Effective March 4, 1990, \$5.25 (\$5) per shift if any part of the shift falls between 7 p.m. and 7 a.m. Effective January 1, 1991 and 1992, \$5.50 and \$5.75 respectively.

Paid Holidays: Boxing Day is added for a total of 11 (10).

Paid Vacation: Effective January 1, 1991, 5 weeks after 14 (15) years of service, 6 after 24 (25), 3(2) additional vacation days after 35 and 4(2) after 40. Effective January 1, 1992, 4 weeks after 6 (7), 5 after 13 (14) and 6 after 23 (24).

Part-time Employees - Vacation entitlement will be pro-rated (unchanged) and part-time employees will receive paid vacation days. (Previously, received vacation pay and leave without pay to equal the entitlement.) Vacation entitlement existing under previous agreement is grandfathered for current employees and future employees covered by the CWA bargaining unit.

Health and Welfare: Dental Plan - Effective January 1, 1992, employer pays 55% (50%) of premium costs.

Part-time Employee Benefits - Part-time employees with 3 months or more of service (previously, only those employees working more than 2 1/2 days per week) are eligible for the following benefits on a pro-rata basis: Dental; extended health care, including vision; and \$6000 life insurance. Life Insurance benefit under the previous agreement is grandfathered for current part-time employees and for future part-time employees covered by the CWA bargaining unit.

Pension Plan: Employer Contribution - Effective March 4, 1990, \$5.25 per employee per day; January 1, 1991 and 1992, \$5.50 and \$6 respectively.

Meal Allowance: Effective March 4, 1990, \$8.50 (\$8) after 2 hours of overtime; January 1, 1991 and 1992, \$9 and \$9.50, respectively.

PRIMARY METAL

Stelpipe, a unit of Stelco Inc., Page-Hersey Works and Welland Tube Works, Welland - Local 523, Electrical Workers (UE) (CLC): Two 36-month renewal agreements effective from November 1, 1990 to October 31, 1993, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 1/90</u>	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
General		35¢	20¢	15¢
Increases				
COLA Fold-in		72¢		

Page-Hersey Works

Labour Grade 1 (includes Labourer)	\$15.565 (\$14.495)	\$15.765	\$15.915
Labour Grade 14 (includes Electronics Repairs)	\$19.105 (\$18.035)	\$19.305	\$19.455

COLA: 1¢ per 0.17 point increase in the CPI - 1981=100, using the July 1990 index as the base. Adjusted quarterly with the last adjustment in July 1993. (Previously, 1¢ per 0.25 point increase in the CPI - 1981=100.)

Paid Vacation: Welland Tube Works - 6 weeks after 22 (25) years of service and 7 after 30 (new).

Page-Hersey Works - 6 weeks after 22 (25) years of service.

Health and Welfare: Dental Plan - Effective January 1, 1991, 1992 and 1993, coverage is based on the 1988 (1987), 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Current and Future Retirees - Benefits are increased by \$30 per month.

Haley Industries Limited at Haley - Local 4820, United Steelworkers (AFL-CIO/CLC)
(production/maintenance and office/clerical employees): Two 30-month renewal agreements effective from September 16, 1989 to March 15, 1992, covering 343 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

* Includes 70 employees on layoff status.

Wages:	Effective	<u>Sept. 16/89</u>	<u>Mar. 15/91</u>
COLA Fold-ins**		71¢	
COLA Guarantees***		35¢	40¢
Increases	20¢ for production 60¢-\$4.03 for clerical		20¢ for production 47¢-88 for clerical

Production/Maintenance

Job Class Increments	13.5¢ (13¢)	14¢
Job Class 5 (includes Maintenance Labourer)	\$12.99 (\$11.71)	\$13.61

Job Class 23	\$15.42	\$16.13
(includes Pattern Maker . Aircraft)	(\$14.05)	

Office/Clerical

Receptionist	\$9.66 (\$9.0625)	\$10.13
Internal Sales Rep Estimator	\$18.08 (\$17.388)	\$18.80

** No COLA provision in office/clerical agreement.

*** If the COLA formula generates an increase above the 40¢ advance for Production and Maintenance unit, the same increase will be applied to the Office/Clerical unit.

COLA: 1¢ per 0.45 point rise in the CPI - 1971=100, using September 1989 as the base. Adjusted quarterly. Folded in annually. Minimum guarantee of 40¢ in the first year and 35¢ in the second year. (Previously, minimum guarantee of 30¢ in each year of the agreement.)

Paid Vacation: Effective March 19, 1990, employee with 20 or more years of service receives 1 day additional leave for each year of service over 20 years to a maximum of 5 days (new).

Health and Welfare: Dental Plan - Effective March 19, 1990, coverage is based on the 1988(1987) ODA fee schedule. Effective March 15, 1991, the 1989 ODA fee schedule.

METAL FABRICATING

Waterloo Metal Stampings Ltd. at Kitchener - Local 7155, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1990 to February 13, 1992, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb.14/90</u>	<u>Feb.14/91</u>
	General Increases	5.5%	5%
	Additional Adjustment	Grade 5 Stockperson reclassified to Grade 6	
	<u>Non-Incentive Rates</u>		
	Grade 6 (includes Stockperson)	\$10.46 (\$9.60)	\$10.98

Grade 18	\$17.82	\$18.71
Tool & Die Maker	(\$16.89)	

Incentive Employees - Effective March 10, 1990, base rate plus 12% (10%) for paid holidays, bereavement leave, jury duty leave, reporting pay and call-in pay. Effective February 14, 1991, base rate plus 15%.

Shift Premium: Effective February 14, 1991, 0-47¢-47¢ (0-45¢-45¢).

Overtime Pay: Truck Drivers - Time and one-half after 44 hours per week. (Previously, time and one-half after 44 hours per week for local runs and after 60 hours per week for highway runs.)

Paid Vacation: Effective February 14, 1991, 4 weeks after 11 (12) years of service.

Health and Welfare: Life Insurance and AD & D - Benefit is \$15,000 (\$14,000). Effective February 14, 1991, \$16,000.

Weekly Indemnity - Maximum benefit is \$230 (\$220). Effective February 14, 1991, \$240.

Dental Plan - Effective April 1, 1990, Coverage is based on the 1988 (1987) ODA fee schedule. Effective February 14, 1991, the 1989 ODA fee schedule.

Pension Plan: Basic Benefit - Effective February 14, 1990:

<u>Service Period</u>	<u>Per Month Per Year/Service</u>
Feb.14/81-Feb.13/83	\$5.50 (\$2.50)
Feb.14/83-Feb.13/85	\$5.50 (\$3.50)
Feb.14/85-Feb.13/86	\$5.50 (\$4.50)
Feb.14/90-Feb.13/91	\$9.50 (\$8.50)
Feb.14/91-	\$10.50

Safety Shoe Allowance: \$55 (\$50) per year. Effective February 14, 1991, \$60.

MACHINERY

Howden Canada, (previously Brown Boveri Howden Inc.) at Scarborough - Local 637, Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Mar. 27/90</u>	<u>Jan. 1/91</u>
General Increases		6.5%	60¢*	5%
Labourer General		\$12.84 (\$12.06)	\$13.44	\$14.11

Maintenance Electrical	\$17.27 (\$16.22)	\$17.87	\$18.76
Gantry Milling Machine	\$19.06 (\$17.90)	\$19.66	\$20.64

* Result of a Flexibility clause negotiated in this agreement whereby employees will perform work in any classification within their common work area.

COLA (new):	Percent per percent increase in the Toronto CPI - 1981=100 between January 1991 and December 1991. Triggered at 5%. Capped at 8%. Calculated and paid monthly.
Paid Holidays:	Varies depending on Christmas shutdown. 13 (11 1/2) days in the first contract year and 12 1/2 days in the second year.
Paid Vacation:	6 weeks after 30 years of service (new).
Bereavement Leave:	3 days' paid leave upon death of common-law spouse (new).
Pension Plan:	<u>Employer Contribution</u> - 48¢ (40¢) per straight time hour worked to the Boilermaker's National Pension Fund (Canada). Effective January 1, 1991, 56¢.

TRANSPORTATION EQUIPMENT

Hayes-Dana Filters Inc., Cambridge Division - Local 4605, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 7, 1989 to November 6, 1992, covering 214 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Nov. 7/89</u>	<u>Nov. 7/90</u>	<u>Nov. 7/91</u>
General Increases		35¢	35¢	35¢
COLA Fold-in		15¢		
Skilled Trades Adjustments		20¢	20¢	20¢
Additional Adjustments (non-incentive employees)		10¢	10¢	10¢
Assembler Re-pack		\$9.09-\$9.94 (\$8.49-\$9.34)	\$9.54-\$10.39	\$9.99-\$10.84

Tool & Die "A"	\$13.95-\$15.27 (\$13.25-\$14.57)	\$14.50-\$15.82	\$15.05-\$16.37
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Maximum rates on merit, but in no event later than 90 days.

COLA: Deleted (Previously, 1¢ per 0.3 point increase in CPI - 1971=100).

Shift Premium: Effective November 7, 1991, 0-46¢-46¢ (0-41¢-41¢).

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$15,000). Effective November 7, 1990 and November 7, 1991, \$17,000 and \$18,000 respectively.

Vision Care - Effective November 7, 1990, \$120 (\$110) every 2 years.

Pension Plan: Basic Benefit- Effective for retirements on or after January 1, 1990, minimum of \$10.00 (\$7.50) per month per year of service.

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Inc. at Sarnia - Local 914, Energy and Chemical Workers (CLC):
A 24-month renewal agreement effective from February 1, 1990 to January 31, 1992, covering 357 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	5.5%	6%
	Grade 11 (Labourer)	\$14.16 (\$13.42)	\$15.01
	Grade 3 (includes 1st Class Electrician)	\$20.85 (\$19.76)	\$22.10

Shift Premium: 8-Hour Shift - 40¢-78¢-\$1.36 (38¢-74¢-\$1.29). Effective February 1, 1991, 42¢-83¢-\$1.44.

12-Hour Shift - 52¢-\$1.18 (49¢-\$1.12) Effective February 1, 1991, 55¢-\$1.25.

Paid Holidays: Effective January 1, 1992, 1 additional day is added for a total of 12 (11) days per year.

Health and Welfare: Weekly Indemnity - Effective April 1, 1990, benefit is \$390-\$510 (\$370-\$485) depending on wage level. Effective February 1, 1991, \$415-\$540.

Recall Rights: Maximum 24 (18) months after date of lay-off.

Pension Plan: Provisions are negotiated separately as part of a company-wide plan.

RETAIL TRADE

Ventra Group Inc., Chatham Plastic Division* at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 5, 1990 to March 4, 1993, covering 290 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previously, I.T.L Industries Ltd., Chatham Plastic Finishing Div., and Chatham Moulding Div.

Wages:	Effective	<u>Mar. 5/90</u>	<u>Sept. 1/90</u>
	Increases	40¢-75¢	25¢-40¢ for some classifications
	General Labour	\$8.60 (\$7.85)	\$9.00
	Maintenance (Skilled Trades)	\$15.55 (\$14.75)	
	Effective	<u>Mar. 5/91</u>	<u>Mar. 5/92</u>
	General Increases	50¢	40¢
	General Labour	\$9.50	\$9.90
	Maintenance	\$16.05	\$16.45

COLA (new): 1¢ per 0.3 point increase in the CPI - 1971=100, using the February 1992 index as the base. Adjusted quarterly and paid as an add-on.

Paid Holidays: One additional day is added during the Christmas period for a total of 13 (12) days annually.

Bereavement Leave: 3 days' paid leave upon death of current sister/brother-in-law or step-child, and 1 day to attend funeral of grandchild (new).

Health and Welfare: The following changes are effective from April 1, 1990:

Life Insurance - Benefit is \$25,000 (\$20,000).

AD & D - Benefit is \$20,000 (\$10,000).

LTD (new) - Benefit is 60% of regular salary to a maximum of \$1,500 per month, payable to age 65. Coverage commences after depletion of 26 weeks of short-term sickness entitlement.

Dental Plan - Coverage is based on the 1988 (1986), 1989 and the 1990 ODA fee schedules respectively in each contract year. Effective March 5, 1993, coverage is extended to include orthodontic and periodontic services and denture repair (new).

Vision Plan (new) - Maximum claim is \$80 every 2 years.

Pharma Plus Drugmarts Limited, previously Boots Drug Stores (Canada) Limited, province-wide except the Regional Municipality of Ottawa-Carleton - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time sales employees):
A 24-month renewal agreement effective from January 5, 1990 to January 4, 1992, covering 1,200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 5/90</u>	<u>Jan. 5/91</u>
	General Increases	6%	5.5%
	Stock Clerk	\$5.34-\$8.53 (\$5.04-\$8.05)	\$5.63-\$9.00
	Sales Clerk	\$5.50-\$8.69 (\$5.19-\$8.20)	\$5.80-\$9.17
	Pharmacy Assistant	\$5.66-\$9.38 (\$5.34-\$8.85)	\$5.97-\$9.90

Maximum rates shown are reached after 2 six-month increments for employees hired prior to March 25, 1990 (unchanged), and after 3 six-month increments for employees hired on or after March 25, 1990 (new).

Bereavement Leave: 3 days' paid leave upon death of a step-child or a step-parent (new).

Health and Welfare: Life Insurance and AD & D (full-time) - Effective January 1, 1991, \$20,000 (\$13,000).

LTD (full-time) - Effective January 1, 1991, benefit is 66 2/3% (unchanged) of base salary to a maximum of \$2,000 (\$1,500) per month.

Vision Care (full-time) (new) - Effective January 1, 1991, employer pays 100% of premium costs. Maximum claim is \$100 every 2 years for prescription lenses.

Dental Plan - Effective January 1, 1991, employer contributes 17¢ (15¢) per hour worked to the union trustees dental plan. Effective January 1, 1992, 18¢.

Pension Plan: Employer Contribution - Effective December 30, 1991, 58¢ (52¢) per straight time hour worked to a maximum of 40 hours per week per employee.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation (Ind.) (secondary school occasional teachers):
A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 600 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	Daily Rate	1/195	Wage reopener
	Formula*	(1/195)	

Casual Occasional Teacher

Daily Rates**

Certified or Equivalent	\$156.63 (\$142.99)
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Non-Certified	\$117.48 (\$107.24)
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<u>Extended Occasional Teacher</u> (holding an OSSTF rating statement)	Daily rate in accordance with current salary paid for full-time teachers
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* Certified or Equivalent rate is equal to 1/195 of full-time Group 1, year 0 teacher rate in effect for the period September 1, 1989-August 31, 1991. Non-Certified rate is 75% of Certified or Equivalent rate.

** Daily rates include 4% vacation and holiday pay.

Note: An Extended Occasional Teacher is an occasional teacher that is employed for a period of more than 18 days as a replacement for one teacher employed under a permanent or probationary contract.

East York Borough, Metropolitan Toronto* and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education - Federation of Women Teachers' Association of Ontario(Ind.), Ontario Public School Teachers' Federation (Ind.) and Associations des Enseignants Franco-Ontariens (Ind.): Seven 24-month renewal agreements effective from September 1, 1989 to August 31, 1991, covering 7,263 employees, settled with mediation assistance. Duration of negotiations - 7 months.

* Metropolitan Toronto School Board has an agreement covering employees who teach in schools for the trainable retarded and is also a signatory to the central agreement.

Wages:	Effective	<u>Sep. 1/89</u>	<u>Sep. 1/90</u>
	Adjustments (selected steps on teacher grid)	\$62.50-\$1,639 per annum depending on category and step	\$50-\$1,639 per annum depending on category and step
	General Increases	6.6%	6.6%
	Teacher-Category D 0-7 years	\$20,340-\$32,288 (\$17,937-\$30,288)	\$22,902-\$34,419
	Teacher-Category A1 0-10 years	\$27,237-\$45,965 (\$25,051-\$43,119)	\$29,461-\$48,999
	Teacher-Category A4 0-10 years	\$32,899-\$57,263 (\$30,112-\$53,718)	\$35,710-\$61,042
	<u>Vice Principal</u>		
	Elementary School 0-3 years	\$56,277-\$61,501 (\$52,793-\$57,693)	\$59,991-\$65,560
	Junior High School 0-3 years	\$59,120-\$64,705 (\$55,460-\$60,699)	\$63,022-\$68,976
	<u>Principal</u>		
	Elementary School 0-4 years	\$65,756-\$72,781 (\$61,685-\$68,275)	\$70,096-\$77,585
	Junior High School 0-3 years	\$69,304-\$74,882 (\$65,013-\$70,246)	\$73,878-\$79,824
COLA (new):	Percent per percent increase in the Metropolitan Toronto CPI - 1981=100, between August 1990 and August 1991. Triggered at 7.1%. Calculated and paid as a lump-sum at the end of the contract. Capped at 2% of Teacher-Category A4, Step 10 grid salary.		
Responsibility Allowance:	Increased in accordance with the general salary increases.		
Supplemental Payment Plan For Maternity Leave (new):	2 weeks at 95% of weekly wage for the 2-week UIC waiting period.		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$150 (\$75) every 2 years.		

Dental Plan - Effective January 1, 1990, coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1991, the 1989 ODA fee schedule.

Paid Preparation Time: Effective September 1, 1991, minimum 150 (120) minutes per 5-day cycle.

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (full-time and part-time caretakers, maintenance, cleaners and cooks): A 20-month renewal agreement effective from March 4, 1990* to October 31, 1991, with wages retroactive to November 1, 1989, covering 550 employees, settled with mediation assistance. Duration of negotiations - 5 months.

*Previous agreement expired October 31, 1989.

Wages:	Effective	<u>Nov. 1/89</u>	<u>Jan. 1/90</u>
	Increases	65¢-80¢ depending on classification	
	Pay Equity Adjustments		30¢-50¢ for Cleaner and 88¢ for Cook
	Additional Adjustment		Restructuring of Cleaner's Grid
	Cleaner 0-2 years	\$11.62 (\$10.97)	\$11.92-\$12.12
	Assistant Caretaker 0-2 years	\$12.76-\$13.49 (\$12.11-\$12.84)	
	Chief Mechanic	\$15.60 (\$14.80)	
	Effective	<u>Nov. 1/90</u>	<u>Jan. 1/91</u>
	Increases	70¢-85¢ depending on classification	
	Pay Equity Adjustments*		22¢-50¢ for Cleaner and 88¢ for Cook
	Cleaner 0-2 years	\$12.62-12.82	\$12.84-\$13.32

Assistant \$13.46-\$14.19
Caretaker
0-2 years

Chief \$16.45
Mechanic

* Effective January 1, 1992, further adjustments of 22¢-47¢ for Cleaner and 88¢ for Cook.

Shift Premium: Effective January 1, 1990, 0-38¢-38¢ (0-35¢-35¢). Effective January 1, 1991, 0-41¢-41¢.

Sunday Premium: Effective January 1, 1990, 43¢ (40¢) per hour. Effective January 1, 1991, 46¢.

Paid Vacation: 4 weeks after 8 (9) years of service. Effective January 1, 1991, 5 after 17 (18).

Health and Major Medical - Effective April 1, 1990, employer pays 75%
Welfare: (65%) of premium costs for part-time employees.

Vision Care - Effective April 1, 1990, maximum claim is \$150 (\$100) every 2 years.

Dental Plan - Effective April 1, 1990, 85%-15% (75%-25%) co-insurance for basic services. Effective January 1, 1991, coverage is based on the 1990 (1988) ODA fee schedule with 90%-10% (75%-25%) co-insurance for basic services. Employer pays 50% of premium costs for orthodontic and major restorative services, with 50%-50% co-insurance for orthodontic services and 60%-40% co-insurance for major restorative services; maximum lifetime claim is \$1,500 for orthodontic services and maximum annual claim is \$1,500 for major restorative services, (new).

Pension Plan: OMERS Type 1 Supplementary Past Service Benefit Plan - Effective (Full-time March 1, 1990; 2% of employee's average salary for best 5
Cleaners and consecutive years, times years of credited service, times 90%
Cooks): (75%) of gross benefit less CPP offsets.

Safety Shoe 100% (75%) reimbursement to a maximum of \$75 per calendar year
Allowance: for maintenance employees.

Hastings County Board of Education at Belleville - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 565 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>	<u>Sept.1/90*</u>
	General	5.6%	0.8%	5.75%
	Increases			

Teacher- Category D 0-6 years	\$20,434-\$28,323 (\$19,350-\$26,821)	\$20,597-\$28,550	\$21,781-\$30,192
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Teacher- Category A1 0-11 years	\$25,538-\$44,114 (\$24,184-\$41,775)	\$25,742-\$44,467	\$27,222-\$47,024
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Teacher- Category A4 0-12 years	\$29,536-\$55,634 (\$27,970-\$52,684)	\$29,772-\$56,079	\$31,484-\$59,304
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Principal 0-4 years	\$62,072-\$66,072 (\$56,996-\$61,068)	\$62,600-\$66,600	\$67,699-\$71,699
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Salaries and
Responsibility
Allowances:

	Effective	<u>Sept. 1/89</u>	<u>Féb. 1/90</u>	<u>Sept. 1/90</u>
Vice-Principal	Grid Salary		Grid Salary	\$63,448-\$64,048
(i) Non-degree	plus \$2,200 (\$2,000)		plus \$2,200	
(ii) Degree	plus \$3,700 (\$3,500)		plus \$3,700	
Co-ordinator- Instructional Media	\$55,634 plus \$1,050	\$56,079 plus \$1,050	\$59,304 plus \$2,100	

* Effective June 1, 1991, conditional wage adjustment equal to the percentage increase in the CPI from May 1990 to May 1991, triggered at 5.75% and capped at 8%. Folded into wages June 1, 1991.

Paid
Preparation
Time:

Effective September 1, 1990, a minimum of 115 (100) minutes per week per full-time teacher, pro-rated for part-time teachers.
Effective September 1, 1991, 135 minutes.

Supplementary
Pay During
Maternity Leave:

Equivalent to 50% of the UIC benefit for the 2-week waiting period (new).

Sick Leave:

20 days per full year of employment (unchanged) with a maximum accumulation of 220 (200) days. Pro-rated for part-time employees.

Paid Leave
for Family
Illness:

Maximum of 3 consecutive teaching days is chargeable to sick leave credits for attending to illness in the immediate family (new).

Health and
Welfare:

Life Insurance - \$100,000 (previously, annual salary plus \$25,000).

AD & D - Employer pays 100% of premium costs for \$100,000 coverage (new).

Vision Care (new) - Effective April 1, 1990, employer pays 75% of premium costs. Maximum claim is \$160 per family member every 2 years. Effective September 1, 1990, employer pays 100% of premium costs.

Dental Plan - Effective September 1, 1990, coverage is based on the 1989 ODA fee schedule; employer pays 25% of premium costs for orthodontic services (new).

Retraining and Summer Subsidy Fund: \$12,000 (\$10,000).

Northumberland and Newcastle Board of Education at Cobourg - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 730 employees, settled at the bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/89	Feb. 1/90
General Increases		4.2%	1.4%
Teacher-Category D 0-6 years		\$21,870-\$27,880 (\$21,030-\$26,810)	\$22,180-\$28,270
Teacher-Category A1 0-11 years		\$27,350-\$44,060 (\$26,300-\$42,360)	\$27,730-\$44,670
Teacher-Category A4 0-12 years		\$31,500-\$55,520 (\$30,290-\$53,390)	\$31,940-\$56,300
Principal 0-3 (0-2) years		\$62,920-\$66,220 (\$60,500-\$62,610)	\$63,800-\$67,400
Co-ordinator		\$66,295 (\$63,340)	\$67,205

Effective	Sept. 1/90	Feb. 1/91
General Increases	5.25%	1.25%
Teacher-Category D	\$23,340-\$29,760	\$23,630-\$30,130
Teacher-Category A1	\$29,180-\$47,020	\$29,550-\$47,610
Teacher-Category A4	\$33,620-\$59,260	\$34,040-\$60,000
Principal	\$67,150-\$71,050	\$67,990-\$72,040
Co-ordinator	\$70,695	\$71,565

Previous rates reflect a 5.4% increase on September 1, 1988, reflecting the percentage increase in CPI - 1981= 100 comparing June 1987 to June 1988.

	Effective	<u>Sept. 1/89</u>	<u>Sept.1/90</u>
Responsibility Allowances:	Vice Principal or Consultant	\$4,250 (\$3,875)	\$4,460
Health and Welfare:	<u>Vision Care (new)</u> -Effective September 1, 1990, maximum claim \$120 every 2 years.		
	<u>Dental Plan</u> - Effective March 1, 1990, orthodontic coverage is added with a maximum lifetime claim of \$1,500 per family member with 70%-30% coinsurance (new).		

Peel Board of Education at Mississauga - Ontario Public School Teachers' Federation (Ind.): A 28-month first agreement effective from March 1, 1990 to June 30, 1992, covering 773 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
	<u>Short Term Occasional Teachers</u>		
	General Increases	6%	6%
	<u>Daily Rates</u>		
	Unqualified Teacher	\$78.60 (\$74.15)	\$83.32
	Qualified Teacher	\$131.01 (\$123.59)	\$138.87

Note: Wage rates include 3% holiday and 4% vacation pay.

Long Term Occasional Teachers - Employees required to replace the same absent teacher for more than 15 consecutive instructional days are paid according to the current salary grid for regular elementary teachers, including applicable holiday and vacation pay, for the entire assignment.

Reporting Pay: One-half regular day's pay.

Bereavement Leave (Long Term Occasional Teachers): Up to 3 days' paid leave for the death of spouse, parent, mother/father-in-law, child, step-child, brother and sister. Up to 2 days for son/daughter-in-law, brother/sister-in-law, grandparent and grandchild. Up to 1 day for other relative and close personal friend.

Jury Duty/ Crown Witness Leave (Long Term Occasional Teachers): Summoned or subpoenaed employee receives regular daily wages provided that the employee remits jury duty/witness pay minus expenses to the employer.

Sick Leave (Long Term Occasional Teachers): 2 days per month of teaching as a Long Term Occasional Teacher with a maximum accumulation of 300 days.

Professional Development Leave: Long and short term occasional teachers will receive regular daily wages when required to attend a professional development day.

Health and Welfare (Long Term Occasional Teachers): Long Term Occasional Teacher with an assignment of 5 months or more is eligible for the following benefits with 100% of premium costs paid by the employer.

Semi-Private Hospitalization - Benefit is the difference between ward and semi-private care with no limit on the number of days of hospitalization.

Major Medical - Annual deductibles of \$25 for single and \$50 for family coverage. Maximum claim per benefit year is \$500 for services provided by a licensed speech therapist, \$500 for a licensed psychologist and \$500 for licensed osteopaths, chiropractors, chiroprudists, naturopaths, podiatrists, masseurs and christian science practitioners, \$20 per day with a 120 day maximum for convalescent hospital room, the cost of 10 pairs of elastic stockings and 3 pairs of orthopaedic shoes. Out-of-province coverage includes doctor/hospital expenses not covered by OHIP.

Drug Plan - Annual deductibles of \$25 for single coverage and \$50 for family coverage. Benefit covers the cost of prescriptions after deductibles.

Vision Care - Maximum claim is \$150 per person every 2 years.

Hearing Aids - Maximum claim is \$500 per person every 5 years.

Dental Plan - Coverage provides 100% reimbursement for the cost of routine preventive and maintenance services and restorative and surgical procedures; 80%-20% co-insurance for crowns, bridges and dentures. Maximum annual claim for the above services combined is \$3,000 per person. Coverage includes 50%-50% co-insurance for the cost of orthodontic services with a maximum lifetime claim of \$3,000 per person. Coverage is based on the current year's ODA fee schedule.

Scarborough City Board of Education - Locals 149 and 149A, Canadian Union of Public Employees (CLC) (full-time and part-time operations and maintenance employees): Two 24-month renewal agreements effective from January 1, 1990 to December 31, 1991, covering 1,150 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
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General Increases	6.6%	6.6%
Full-Time Employees		
Matron	\$11.92-\$12.75 (\$11.18-\$11.96)	\$12.71-\$13.59
Plumber	\$23.39 (\$21.94)	\$24.93

Maximum rate for Matron is reached after 1 year.

Note: Previous wage rates include a 1% increase effected by a wage reopener which took place during the term of the previous agreement.

The following provisions apply to full-time employees unless specifically stated otherwise.

COLA: (Full and Part-time):	A lump sum payment to be calculated monthly using the Toronto CPI from December 1990 to December 1991, triggered at 7.1% and capped at a 2% maximum adjustment of employee's annual salary (new).
Lead Hand Premium:	Effective January 1, 1991, 70¢ (60¢) per hour.
Gardener's License Allowance (new):	15¢ per hour for Gardener who is licensed for pesticide and/or herbicide spray. 15¢ for Gardener certified in horticulture.
Equipment Service Premium (Caretakers):	Deleted. (Previously, 40¢ per hour.)
Environmental System Servicing Premium (Caretakers):	Deleted. (Previously, 40¢ per hour.)
Spare Bus Driver Pay:	Effective May 1, 1990, a Truck Driver with a "B" license who regularly works as a spare bus driver receives Bus Driver's wage rate (new).
Leave for Moving of Residence (Part-time):	1 day per year (new).
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1990, employer pays 100% (unchanged) of premium costs for the first \$30,000 (\$25,000) coverage, and 75% (unchanged) of premium costs for additional coverage, to a cumulative maximum of \$140,000 (\$120,000).

LTD - Effective January 1, 1991, payment for employees in receipt of LTD benefit for more than two years will be adjusted annually by an amount equivalent to the percentage increase in the CPI occurring during the previous 12-month period less one per cent; adjustment capped at 4% per year (new).

Semi-Private Hospitalization (new) - Effective May 1, 1990, employer pays 75% of premium costs. Effective January 1, 1991, 100%.

Vision Care - Effective May 1, 1990, maximum claim is \$120 (\$75) per person every 2 years for eyeglasses. Effective January 1, 1991, \$140.

Dental Plan - Effective May 1, 1990, employer pays 80% (new) of premium costs for extended coverage to provide major restorative and orthodontic services. (Previously, plan provided optional coverage for major restorative services; i.e. caps, crowns and dentures.) Effective January 1, 1991, employer pays 90% (75%) of premium costs for basic plan with coverage based on the 1989 (1988) ODA fee schedule.

Payment in Lieu of Uniforms and Fringe Benefits (Part-time): Effective May 1, 1990, 55¢ (45¢) per hour for Part-time Cleaner.

Supplementary Payment Plan During Maternity/Adoption Leave (Full and Part-time): Effective May 1, 1990, 90% of weekly insurable earnings for the 2-week UIC waiting period (new).

Safety Shoe Allowance: \$65 (\$60) per year. Effective January 1, 1991, \$70.

Uniform Allowance: \$120 (\$115) per year for Matrons. Effective January 1, 1991, \$125.

Trades Certificate Allowance: Effective May 1, 1990, 35¢ (30¢) per hour for employees with operating engineer's certificate. Effective January 1, 1991, 40¢.

Tool Allowance: Auto Mechanics - \$95 (\$90) per year. Effective January 1, 1991, \$110.

Other Employees (new) - \$200 for Electrician, Plumber, Carpenter, Machine Tool Repair, and Refrigeration and Air Conditioning Mechanic, \$100 for Maintenance Improvers General and Technical and \$50 for Painter in each year of this contract only.

Sudbury District Roman Catholic Separate School Board at Sudbury - Ontario English Catholic Teachers' Association (Ind.) (elementary teachers):

A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 365 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/89	Sept. 1/90
	Increases	4%-10.5%	6%
	Teacher- Category D 0-9 years	\$21,570-\$33,319 (\$19,520.00-\$30,153.00)	\$22,864-\$35,318
	Teacher- Category A1 0-11 years	\$25,457-\$43,501 (\$24,015.75-\$41,038.25)	\$26,985-\$46,111
	Teacher- Category A4 0-11 years	\$31,397-\$55,785 (\$29,206.00-\$51,893.50)	\$33,281-\$59,132
Responsibility Allowances:	Increased by 6% in each year of the agreement.		
Supervision Allowance:	\$15.58 (\$14.70) per hour for teachers who supervise pupils more than 1/2 hour before and more than 15 minutes after classes. Effective September 1, 1990, \$16.52.		
Substitute Principal Allowance:	\$35.51 (\$33.50) per day in schools with 1 to 6 classrooms and \$58.83 (\$55.50) in schools with 7 to 14 classrooms. Effective September 1, 1990, \$37.64 and \$62.36 respectively.		
Paid Paternity Leave:	Effective September 1, 1990, 1 day upon the birth of a child (new).		
Paid Adoption Leave:	Effective September 1, 1990, 1 day upon the adoption of a child (new).		
Paid Personal Leave:	Effective September 1, 1990, employees may use up to 3 days per year of accumulated sick leave to attend to personal/family-related emergencies (new).		
Health and Welfare:	<u>Vision Care</u> - Effective September 1, 1990, maximum claim of \$150 (\$115) per person every 2 years, pro-rated for part-time employees. <u>Dental Plan</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective September 1, 1990, plan is extended to provide 50%-50% co-insurance for orthodontic and major restorative services with a lifetime maximum of \$2,000 per service for each family member (new).		

Supplementary Payment Plan During Maternity Leave (new):	Effective September 1, 1990, employee receives 95% of regular salary and full benefits for the 2-week UIC waiting period.
Paid Preparation Time:	Effective September 1, 1990, 10% of classroom teaching time; a full contract classroom teaching position is 1,500 minutes per week (Previously, 150 minutes per week for double grades, 130 minutes for single grades, 100 minutes or 1 day per month for Special Education Teachers and a maximum of twelve 20-minute periods per day for Core French Teachers).
Convention Allowance:	Effective September 1, 1990, \$115 (\$110) per day for overnight accomodation and \$35 (\$33) per day for meals.
Transportation Allowance:	22.5¢ (unchanged) per kilometre with a minimum of \$2 (\$1.68) per day car allowance for teachers travelling during the school day.

York Region Board of Education at Aurora - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 2,100 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
COLA Fold-in		0.1%	
General Increases		5%	1%
Teacher-Category D 0-5 years		\$20,036-\$27,832 (\$19,063-\$26,480)	\$20,236-\$28,110
Teacher-Category A1 0-10 years		\$27,103-\$45,859 (\$25,787-\$43,632)	\$27,374-\$46,318
Teacher-Category A4 0-10 years		\$31,651-\$56,976 (\$30,114-\$54,209)	\$31,968-\$57,546
Vice-Principal 0-4 years		\$57,751-\$62,388 (\$54,946-\$59,358)	\$58,329-\$63,012
Principal 0-4 years		\$64,728-\$71,452 (\$61,584-\$67,982)	\$65,375-\$72,167
Effective		<u>Sept. 1/90</u>	
General Increase		6%	
Teacher-Category D		\$21,450-\$29,797	
Teacher-Category A1		\$29,016-\$49,097	
Teacher-Category A4		\$33,886-\$60,999	

Vice-Principal	\$61,829-\$66,793
Principal	\$69,298-\$76,497

COLA: Percent per percent increase in the Ontario CPI - 1981=100 from the April 1990 index to the April 1991 index. Triggered at 6% and capped at 7%. Payable as a lump sum in June 1991 and folded into wages at the end of the contract. (The previous formula was based on the All Canada CPI, 1971=100; triggered at 4.5% and was capped at 6%.)

Annual Responsibility Allowances:	Effective	Sept. 1/89	Sept. 1/90
Consultant		\$6,125 (\$5,979)	\$6,265
Head Elementary Division		\$1,668 (\$1,526)	\$1,808
Head Teacher (per room)		\$778 (\$637)	\$918
Lead Teacher		\$1,785 (\$1,550)	\$1,925

Extra Degree Allowances: Increased by 0.1%, except for a second Bachelor's or Bachelor of Education degree which remain unchanged.

Health and Welfare: Vision Care - Maximum claim is \$200 (\$100) every 2 years.

Hearing Aid - Maximum \$100 (\$200) every 2 years.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule.

Paid Preparation Time: Effective September 1, 1990, 160 (120) minutes per week.

Carleton University at Ottawa - Local 2323, Canadian Union of Public Employees (CLC) (graduate and undergraduate student part-time teaching assistants): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 970 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages	Effective	Sept. 1/89	Sept. 1/90
Increases		5.5% for Graduate Students; 10% for Undergraduates	5.5% for Graduate Students; 10% for Consultants and Undergraduates

Student Consultant	\$9.30 (new)	\$10.23
Undergraduate Student	\$11.40 (\$10.36)	\$12.54
Graduate Student	\$21.77 (\$20.64)	\$22.97

Bereavement Leave:	1 day's paid leave to attend funeral of sister/brother-in-law and daughter/son-in-law (new).
Job Security:	Employee laid off due to redundancy may displace an employee with less seniority, provided that the employee is qualified to perform the duties of the position (new).
Teaching Assistants' Training Fund (new):	\$10,000 annually.

HEALTH AND WELFARE SERVICES

Sunnybrook Medical Centre at North York - Local 777, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Two 24-month renewal agreements effective from October 1, 1988 to September 30, 1990, covering 387 employees, settled by arbitration. Duration of negotiations - 20 months.

Wages:	Effective	Oct. 1/88	Oct. 1/89
	General Increases	60¢ per hour	60¢ per hour
	Grade I (includes Clerk Messenger)	\$9.862-\$10.818 (\$9.262-\$10.218)	\$10.462-\$11.418
	Grade VI (includes Health Records Technician)	\$11.669-\$12.751 (\$11.069-\$12.151)	\$12.269-\$13.351

Maximum rates are reached after 3 annual increases.

The following provisions are effective March 26, 1990, unless specifically stated otherwise.

Pay for Work on Designated Holidays (Part-time):	Number of holidays on which work is paid at time and one-half is increased to include Civic Holiday and Boxing Day. (Previously, applied only to New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.)
Paid Holidays (Full-time):	One floating day is added for a total of 12 (11) days.

Paid Vacation (Full-time):	5 weeks after 15 (17) years of service and 6 after 25 (new).
Vacation Pay (Part-time):	10% after 25,875 (29,325) hours of service and 12% after 43,125 hours (new).
Health and Welfare (Full-time):	<u>Life Insurance</u> - Employer pays 100% (90%) of premium costs for group life coverage. <u>Major Medical</u> - Annual deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage. <u>Vision Care</u> - Maximum claim is \$90 (\$60) every 2 years. <u>Continuation of Benefits for Maternity Leave (new)</u> - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave.

PERSONAL SERVICES

Canadian Pacific Hotels Corporation, (Royal York Hotel) at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (full-time and part-time employees): A 36-month renewal agreement effective from March 1, 1990 to February 28, 1993, covering 800 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/90</u>	<u>Sep. 1/90</u>	<u>Mar. 1/91</u>	<u>Sep. 1/91</u>
Average Increases*		4.9%	4.1%	4.3%	4.1%
Waiter/ Waitress		\$5.85 (\$5.57)	\$6.03	\$6.21	\$6.39
Maid/Room Attendant		\$8.24 (\$7.85)	\$8.65	\$9.08	\$9.34
Dryclean Operator/Presser		\$12.25 (\$11.81)	\$12.66	\$13.05	\$13.47
Effective			<u>Mar. 1/92</u>		<u>Sep. 1/92</u>
Average Increases*			3.1%		2.9%
Waiter/ Waitress			\$6.58		\$6.71
Maid/Room Attendant			\$9.80		\$10.11
Dryclean Operator/Presser			\$13.75		\$14.16

* Gratuity positions receive less.

Health and
Welfare:**

Weekly Indemnity (full-time) - Employer pays the equivalent of 3 days' wages to compensate for the loss of revenue during the 3-day waiting period of the weekly indemnity plan. Applicable 3 times per calendar year. (Previously, deducted from employee's annual paid sick leave allowance).

Dental (full-time) - Employer contributes 19¢ (17¢) per regular hour worked. Effective March 1, 1992, 21¢.

** Note - Health and welfare provisions for full-time employees are, for the most part, covered under a company-wide benefits plan, which was not part of this settlement.

Meal Allowance: Employee pays \$1 for one daily meal. Effective March 1, 1991 and 1992, 50¢ and no charge respectively. Applies only to employees who were not receiving free meals prior to March 1, 1990. Those who were, will continue to receive the free meals.

Trusthouse Forte Hotel Group, (King Edward Hotel) at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1990 to January 31, 1993, covering 252 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Aug. 1/90</u>	<u>Feb. 1/91</u>
Increases		5%	3%-5%	3%-5%
Pay Equity Adjustments			1%-2% for certain classifications	1%-2% for certain classifications
Waiter/ Waitress		\$5.86 (\$5.58)	\$6.04	\$6.22
Electrician		\$15.27 (\$14.54)	\$16.03	\$16.83
Effective		<u>Aug. 1/91</u>	<u>Feb. 1/92</u>	<u>Aug. 1/92</u>
Increases		3%	3%-5%	2%-3%
Pay Equity Adjustments		2% for certain classifications	2% for certain classifications	1%-1.2% for certain classifications
Waiter/ Waitress		\$6.40	\$6.59	\$6.72
Electrician		\$17.34	\$18.20	\$18.75

Premium for Parking Cars: Effective February 1, 1990, 1991 and 1992, Bellpersons receive 65¢ (50¢), 70¢ and 75¢ respectively.

Tour Baggage Premium:	Effective February 1, 1990, \$1.55 (\$1.50) per bag in and out for Bellpersons. Effective February 1, 1992, \$1.65.
Room Service Premium (new):	Effective August 1, 1990, applicable employee receives a maximum of 15% suggested service charge if paid by a hotel guest over and above the room service charge.
Management Duty Meals Service Premium (new):	15% on meals costing from \$1 to \$100, \$15 on meals from \$100.01 to \$115, and 10% on meals over \$115. Provision to terminate January 31, 1993.
Health and Welfare:	<u>Employer Contribution</u> - Effective May 1, 1990, 43¢ (41¢) per hour worked by full-time regular employees. Effective May 1, 1991 and 1992, 45¢ and 47¢ respectively.
Pension Plan:	<u>Employer Contribution</u> - Effective August 1, 1992, 15¢ (10¢) per hour worked by full-time regular employees. Employee continues to pay 10¢ per hour (unchanged).

MISCELLANEOUS SERVICES

Pacific Building Maintenance Limited, (previously Federated Building Maintenance Company Limited), at Pearson International Airport, Mississauga - Local 183, Labourers: A 39-month renewal agreement effective from February 1, 1990* to April 30, 1993, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previous agreement expired December 31, 1989.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	6%	6%	6%
	Light Duty Cleaner	\$7.00 (\$6.60)	\$7.42	\$7.87
	Heavy Duty Cleaner	\$7.63 (\$7.20)	\$8.09	\$8.58

Start Rate - 60¢ per hour less than classification rate for probationary and part-time employees and students.

Shift Premium: 30¢ (25¢) per hour worked between 11 p.m. and 7:30 a.m.

Travel Allowance: \$21 per week to be paid on a daily basis when at work (previously, \$20 per week after 5 complete scheduled work days, prorated for less than 5 days at employer's discretion). Effective January 1, 1991, increased by 6%. Effective January 1, 1992, increased by 6%.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Public Service Employees Union (NUPGE) (CLC) (institutional care services category): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 5,206 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General	4.399%	52¢
	Increases		
	Pay Equity	38¢-\$2.55 for	
	Adjustments	certain classifications*	
	<u>Weekly Rates</u>		
	Child Care	\$646.57-\$673.57	\$667.37-\$694.37
	Worker 1	(\$517.33-\$543.19)	
	40 hours per week		
	Child Care	\$757.00-\$850.57	\$775.85-\$869.42
	Worker 4	(\$632.66-\$722.29)	
	minimum 36 1/4 hours		
	per week		
	<u>Hourly Rates</u>		
	Psychiatric Nursing	\$14.43-\$15.05	\$14.95-\$15.57
	Assistant 2	(\$13.13-\$13.73)	

Maximum rates are reached in annual steps on merit.

* Effective January 1, 1991 and 1992, further pay equity adjustments of 42¢-65¢ and 47¢-73¢ respectively.

Ontario Government, province-wide - Ontario Public Service Employees Union (NUPGE) (CLC) (maintenance services category): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 4,897 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>June 1/90</u>	<u>July 1/90</u>
	General	80¢	20¢	
	Increases			
	Additional			3% for
	Adjustments			Maintenance
				Machinist,
				Maintenance
				Welder and
				MS-02A Group;
				2.3% for
				MS-05 Group

Maintenance	\$16.19-\$16.59	\$16.39-\$16.79	\$16.88-\$17.29
Electrician	(\$15.39-\$15.79)		
40 hours per week			

Weekly Rates

Operator 1,	\$409.92-\$446.92	\$417.17-\$454.17
Bindery	(\$380.92-\$417.92)	
Equipment		
36 1/4 hours per week		

Highway	\$904.38-\$982.48	\$911.63-\$989.73
Equipment	(\$875.38-\$953.48)	
Supervisor 3		
Minimum 36 1/4 hours per week		

Maximum rates are reached in annual steps on merit.

Tool Allowance: \$83 (\$78) per year for certain classifications.

Ontario Government, province-wide - Ontario Public Service Employees Union (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 3,329 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General	59¢	41¢
	Increases		
	Pay Equity	32¢-68¢ for	
	Adjustments	certain classifications*	
	Cleaner 1	\$12.18-\$12.35	\$12.59-\$12.76
	40 hours per week	(\$11.20-\$11.37)	
	Clerk 2, Supply	\$12.94-\$13.42	\$13.35-\$13.83
	40 hours per week	(\$12.35-\$12.83)	

Weekly Rates

Area Supply	\$760.88-\$811.01	\$775.74-\$825.87
Supervisor,	(\$739.49-\$789.62)	
Bargaining Unit		
minimum 36 1/4 hours per week		

Maximum rates are reached on merit in semi-annual steps for Cleaner 1 and Clerk 2, Supply, and in annual steps for Area Supply Supervisor.

* Effective January 1, 1991 and 1992, further pay equity adjustments of 30¢-78¢ and 33¢-71¢ respectively.

LOCAL ADMINISTRATION

London City Corporation - London Professional Fire Fighters (Ind.): A 24-month renewal agreement* effective from January 1, 1990 to December 31, 1991, covering 324 employees, settled at the direct bargaining stage. Duration of negotiations - 2 months.

* Agreement covering dispatchers will be attached as an appendix to the main agreement.

Wages:	Effective	<u>Jan. 1/90</u>	<u>May 1/90</u>	<u>Nov. 1/90</u>
	General Increases	4.01%	2.04%	3.46%
	Fire Fighter 1st Class	\$44,200 (\$42,495)	\$45,100	\$46,661
	Platoon Chief	\$59,670 (\$57,368)	\$60,885	\$62,992
	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	
	General Increases	4%	2%	
	Fire Fighter 1st Class	\$48,527	\$49,498	
	Platoon Chief	\$65,511	\$66,822	

Sick Leave: Effective January 1, 1991, 12 days per year at 100% of regular salary with no accumulation. (Previously, 1 1/2 days for each month of service with no limit on accumulation.) Upon retirement or termination, employees hired prior to January 1, 1991, receive a sick leave gratuity, either in cash or equivalent time off, equal to 1/2 the number of days accumulated to a maximum of one-half year's earnings.

Health and Welfare: Weekly Indemnity (new) - Effective January 1, 1991, employer pays 100% of premium costs. Benefit is payable after exhaustion of sick leave credits for a maximum of 26 weeks at 66 2/3% of regular earnings to a maximum of \$1000 per week.

LTD (new) - Effective January 1, 1991, employer pays 100% of premium costs. Benefit is payable, after exhaustion of weekly indemnity benefits, to age 60. Benefit is equal to 66 2/3% of regular monthly earnings to a maximum of \$10,000 per month.

Major Medical - Effective January 1, 1991, out-of-country coverage is provided (new).

Mileage

Allowance: Effective April 1, 1990, 26¢ (19.5¢) per kilometre.

Ontario Fire College Travel Allowance- Effective April 1, 1991, 21¢ (19¢) per kilometre.

Niagara Regional Municipality at Thorold - Local 1287, Canadian Union of Public Employees (CLC) (full-time and part-time*, inside and outside employees): An 18-month renewal agreement effective from January 1, 1990 to June 30, 1991, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Previously covered only full-time employees.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	5.5%	3%

Roads, Water Treatment
and Pollution Control

Job Level 1 (includes Labourer)	\$12.05-\$12.60 (\$11.42-\$11.94)	\$12.41-\$12.97
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Job Level 13 (includes Area Maintenance Person -Certified)	\$15.70-\$16.54 (\$14.88-\$15.68)	\$16.17-\$17.04
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Office and Clerical

Annual Rates

Job Level 1 (includes Clerk- Typist 1)	\$19,900-\$20,796 (\$18,863-\$19,712)	\$20,497-\$21,420
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Job Level 10 (includes System Analyst/Programmer)	\$33,168-\$34,967 (\$31,439-\$33,144)	\$34,163-\$36,016
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Note: Maximum rates for Labourer and Area Maintenance Person and Clerk-Typist 1 are reached after 60 work days and for Systems Analyst/Programmer, after 12 months.

Paid Vacation: One day is added for each year of service in excess of 30 (new).

Health and Welfare: Vision Care - Maximum claim is \$125 (\$100) per year.

Hearing Aids - Maximum claim is \$600 (\$300) per year.

Dental Plan - Coverage continues to be updated annually to the previous year's ODA fee schedule. Dependant child covered to age 25 (21) if in full-time attendance at a post-secondary educational institution or if totally or permanently disabled before age 21. Coverage extended beyond age 25 for dependant child permanently disabled before age 21 if unmarried and legally reside with employee (new).

Part-time Employees - Employer pays 100% of premium costs for the following benefits: Life Insurance - benefit is \$10,000; Blue Cross semi-private hospitalization; Major Medical- maximum lifetime claim is \$5,000; Dental - basic coverage (new).

Continuation of Benefits - WCB - Employer pays its portion of premium costs for health and welfare benefits during the first 18 months of WCB claim. (Previously, employer paid its share up to the end of the month in which sick leave credits including any extended credits, are exhausted.)

Supplementary Payment Plan: WCB - Employer pays the difference between net salary and WCB benefit for a period of 18 months with no deduction from sick leave credits. (Previously, employer paid the difference between gross salary and benefit for the first 6 months. For the following 12 months, payment continued subject to deduction of sick leave credits at the rate of 1/4 day per day of payment).

Mileage Allowance: 27.6¢ (21.2¢) per kilometre.

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC)
(full-time and part-time inside employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 210 employees, settled at the bargaining stage.
Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91	Dec/91*
General Increases		6%	5%*	
<u>Bi-Weekly Rates</u> 36 1/4 hours per week				
Salary Level 1 (includes Clerk "A")		\$851.87 (\$803.65)	\$894.46	
Senior Planner		\$1,773.85-\$1,970.92 (\$1,673.63-\$1,859.36)	\$1,862.54-\$2,069.47	

Maximum rate for Senior Planner is reached after 24 months.

* Effective the start of the pay period following the release of the Ontario CPI for November 1991, bi-weekly wage rates will be increased by an amount equal to the percentage increase in the index from November 1990 to November 1991, minus 5%.

Shift Premium: Effective April 1, 1990, 0-63¢-63¢ (0-60¢-60¢). Effective January 1, 1991, 0-66¢-66¢.

Paid Vacation: Effective January 1, 1991, 6 weeks after 25 (26) years of service.

Health and Welfare: Life Insurance and AD & D - Effective April 1, 1990, benefit is 2 times basic annual salary (unchanged) to a maximum of \$100,000 (\$80,000). Effective January 1, 1991, \$110,000.

LTD - Effective January 1, 1991, maximum benefit is \$1,900 (\$1,800) per month.

Dental Plan - Effective July 1, 1990 and 1991, coverage is based on the 1989 and 1990 ODA fee schedules respectively.

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
APRIL 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in April, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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MINES

Sifto Canada Inc., (previously Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division), at Goderich - Local 16, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>
	General Increases	89¢	94¢
	Additional Adjustments	33¢ for Labourers	
	Labourer	\$17.05 (\$15.83)	\$17.99
	Maintenance Group 1	\$19.19 (\$18.30)	\$20.13
Shift Premium:	0-41¢-61¢ (0-39¢-58¢). Effective April 1, 1991, 0-43¢-64¢.		
Weekend Premium:	\$2.75 (\$2.50) per hour for scheduled Saturday shift. Effective April 1, 1991, \$3.		
Hours of Work:	1/2 hour paid lunch for all employees (previously, designated groups only.)		
Bereavement Leave:	4 (3) days' paid leave upon death of immediate family member. For a death outside North America, immediate family includes stepson/daughter and stepmother/father (new).		
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is 1 1/2 (1 1/4) times annual salary rounded to nearest \$100.		
	<u>LTD</u> - Maximum monthly benefit is \$1,900 (\$1,800).		
	<u>Vision (new)</u> - Effective April 1, 1991, \$75 every 2 years.		
	<u>Dental</u> - Orthodontic care maximum lifetime benefit is \$1,250 (\$1,000). Effective April 1, 1991, employer pays 50% of the premium costs for optional major restorative care (previously, employee funded.)		
	<u>Continuation of Benefits</u> - Employer continues to pay health and welfare premiums as provided, for 60 (30) days after employee is laid off.		
Safety Shoe Allowance:	\$65 (\$55) per calendar year.		
Meal Allowance:	\$8 (\$7) after 2 hours of overtime and \$5 (\$4) for meal delivery allowance.		

RUBBER AND PLASTICS PRODUCTS

Gencorp Canada Inc., previously General Tire and Rubber Co. of Canada Ltd. at Welland - Local 455, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1990 to May 31, 1993, covering 510 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 16/90</u>	<u>Jun. 1/91</u>	<u>Jun. 1/92</u>
General Increases		50¢	45¢	45¢
Additional Adjustment		50¢ for maintenance and tool and die workers. 5¢ for take-off-checker. 64¢ for S.P.C. analyst	20¢ for maintenance and tool die workers	20¢ for maintenance and tool die workers
Labour		\$12.21 (\$11.71)	\$12.66	\$13.11
Tool & Die Maker		\$15.81 (\$14.81)	\$16.46	\$17.11
COLA:	1¢ per 0.3 point rise in the CPI - 1971=100, using the May CPI as the base. Calculated and paid annually with last calculation for the month of May. Triggered at 6% in each contract year.			
Holiday Pay:	<u>Weekend Work Crew</u> - In lieu of days off, 8 hours' pay at average hourly earnings for 9(8) statutory holidays.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$23,000 (\$20,000).			
	<u>Life Insurance for Retirees</u> - Benefit is \$8,000 (\$6,500).			
	<u>Weekly Indemnity</u> - Benefit is at the rate of 66 2/3% of the employees average hourly earnings times 40 hours to a maximum of the UIC weekly amount, (previously \$318), with a minimum payment of \$250 (\$187) a week.			
	<u>Vision Care</u> - Maximum of \$135 (\$120) every two years.			
	<u>Dental</u> - Effective April 1, 1990, coverage is based on the 1988 (1986) ODA fee schedule. Effective June 1, 1991, and June 1, 1992, the 1989 and 1990 ODA fee schedules respectively.			
Pension Plan:	<u>Transition/Bridging Survivor Benefit</u> - Effective April 1, 1990, benefit is \$450 (\$400) per month.			
	Basic Benefit - Effective April 1, 1990, the first 15 years of service at \$19 (\$17) per month; the second 15 years of service at \$21.25 (\$19) per month; and all service over 30 years at \$22.75 (\$20.50) per month.			

Supplementary Benefit - Type A to \$13 (\$12.50) per month per year of service to a maximum of 30 years.

Meal Allowance: \$5.00 (\$4.50)

Safety Shoe Allowance: \$40 (previously, 50% to a maximum of \$40) towards the cost of purchasing 1 pair of leather safety shoes per year.

TEXTILE

Amoco Fabrics and Fibers Ltd. at Hawkesbury - Local 1-600, IWA-Canada (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1990, to December 31, 1991, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91
	General Increases	4.8%	50¢
	Labourer	\$11.33 (\$10.81)	\$11.83
	Electronic Technician	\$14.83 (\$14.15)	\$15.33

Start Rate - \$10.95 (\$10.45) per hour. Effective January 1, 1991, \$11.45.

Saturday Premium: Effective January 1, 1991, \$1.25 (\$1) per hour for employee working on 7-day rotating shifts.

Instructor's Premium: 5% of regular rate for conventional training. (Previously, 25¢ per hour.)

Vacation Pay: Effective January 1, 1991, 9.5% (9%) after 15 years of service.

Jury/Witness Duty: Summoned or subpoenaed employee receives the difference between regular daily wage and witness pay for the duration of leave. (Previously, to a maximum of 5 days.)

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1-4-25 (1-7-25) basis.

Dental Plan (new) - Employer pays 60% of premium costs. Coverage is based on the current ODA fee schedule. Maximum lifetime claim for orthodontics is \$1,000. 80%-20% co-insurance for certain x-rays and minor restorations.

Meal Allowance (new): \$5 following 4 hours of continuous overtime.

Safety Shoe Allowance (new): Effective April 11, 1990, maximum \$65 annually. Effective January 1, 1991, \$70 which can be carried over to the following year.

CLOTHING

Canadian Uniform Limited at Hawkesbury and Vankleek Hill - Local 9211, United Steelworkers (AFL-CIO/CLC): Two 20-month renewal agreements effective from April 30, 1990* to December 31, 1991, covering 301 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previous agreements expired December 31, 1989.

Wage:	Effective	<u>Apr. 30/90</u>	<u>Jan. 1/91</u>
General Increases (Hourly Rates)		45¢	40¢
General Help		\$5.73-\$7.23 ((\$5.28-\$6.78))	\$6.13-\$7.63
Mechanic A		\$9.50-\$12.00 ((\$9.05-\$11.55))	\$9.90-\$12.40

Piecework

Increase Ticket base rates	12%	6%
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Minimum hourly
rate

Sewing Section Operators	\$5.28-\$6.28 (unchanged)	\$5.28-\$6.28 (unchanged)
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Maximum rates for General Help is reached in 3 increments in one year, and for Mechanics in 5 increments in 45 months. Maximum of the minimum hourly rate for Sewing Section Operators is reached in 2 increments in 6 months.

Lump Sum
Payment: \$200 to each employee on the active payroll on date of ratification, pro-rated for service to January 1, 1990.

Paid Vacation: 3 weeks after 6 (7) years of service. Effective May 31, 1991, 3 after 5.

Paid Holidays: Easter Monday to be added for a total of 10 (9). Holiday is to be paid retroactively in 1990.

Paid Union
Negotiation
Leave (new): Full day's regular pay for days on which negotiation meetings occur.

Job Security: Recall Rights - for employees with less than 3 years seniority, 6 (3) months, and for employees with 3 (7) or more years seniority, 12 months.

Rennie Inc.*, at Guelph - Local 740, Clothing and Textile Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Previously, John Rennie Ltd.

Wages:	Effective	<u>Apr. 5/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	Increases:			
	Hourly	5.4%-7.2%	1.0%-5.1%	1.0%-4.9%
	Incentive	30¢-35¢ to base rate	30¢-35¢ to base rate	30¢-35¢ to base rate

Hourly Rates

Service	\$5.84-\$6.86 (\$5.46-\$6.51)	\$5.93-\$7.21	\$6.02-\$7.56
Marker	\$6.07-\$10.63 (\$5.66-\$10.09)	\$6.13-\$11.17	\$6.19-\$11.71

Start Rate - \$5.50 (\$5.11)

Paid Holidays:	Effective April 1, 1992, 3 (2) floating holidays for a total of 12 (11) paid days.
Paid Vacation:	Effective April 1, 1991, 4 weeks after 10 (11) years of service.
Pension Plan:	<u>Employer Contribution</u> - Effective April 1, 1990, 3/4% (1/2%) of earnings less vacation and holiday pay. Effective April 1, 1991, 1%.

WOOD

Lajambe Forest Products Limited, (previously, G.W. Martin Veneer Ltd.) at Sault Ste. Marie - Local 1-1000*, IWA-Canada (AFL-CIO/CLC): A 24-month renewal agreement effective from November 28, 1989 to November 27, 1991, covering 250 employees, settled during a work stoppage in post-mediation bargaining. Duration of negotiations - 5 months.

* previously Local 2-1000.

Wages:	Effective	<u>Nov. 27/89</u>	<u>Nov. 26/90</u>
	General Increases	45¢	55¢
	Light Labour	\$10.33 (\$9.88)	\$10.88
	Electrician-A1	\$13.01 (\$12.56)	\$13.56

Sunday Premium (Stationary Engineers): 30¢ (25¢) per hour worked.

Bereavement Leave: 3 days' paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$17,000 (\$14,000). Effective November 26, 1990, benefit is \$20,000.

Dental - Effective May 1, 1990, Plan is based on Blue Cross #9 (#7) with \$25 (\$50) deductible for family coverage. Coverage will be based on the 1987 ODA fee schedule (unchanged).

Pension Plan: Employer Contribution - 14¢ per hour per active employee to a Group Registered Retirement Savings Plan (previously, defined benefit pension plan). Effective January 1, 1991, 17¢. Additional 5¢ per hour for employee aged 55.

For employees aged 55 prior to January 1, 1990, the employer will contribute 19¢ per hour.

Safety Shoe Allowance: Effective October 1, 1990, \$25 (\$20) per year.

Travel Allowance (new): Straight time for travel one way to place of work for woodland operations employees. \$3 per day in lieu of travel allowance for bush employees.

Job Security (new): Technological Change - Alternate employment and training for employees whose jobs are discontinued due to the introduction of new methods and equipment.

Meal Allowance: Effective November 26, 1990, \$5 (\$4.25) after 2 hours of unscheduled overtime.

TRANSPORTATION EQUIPMENT

Edscha of Canada at Niagara Falls - Local 199, Canadian Auto Workers (CLC): A
24-month first agreement effective from April 9, 1990 to April 8, 1992, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 9/90</u>	<u>Oct. 9/90</u>	<u>Apr. 9/91</u>	<u>Oct. 9/91</u>
General Increases		30¢	30¢	30¢	30¢
Janitor/cleaner		\$9.26 (\$8.96)	\$9.56	\$9.86	\$10.16

Tool Maker*	\$18.38	\$18.68	\$18.98	\$19.28
	(\$18.08)			

* Lead Hand Premium is \$1.00 per hour over base rate.

Shift Premium: 0-38¢-53¢. Effective April 9, 1991, 0-40¢-55¢.

Hours of Work: Average 40 hours per 5 day work week. A regular work day shall be 8 hours including a 1/2 hour unpaid lunch period.

Overtime Pay: Time and one half for all hours worked beyond regular shift and Saturday. Double time for all hours worked on a Sunday.

Call-Back Pay: Minimum 4 hours' pay at time and one half.

Reporting Pay: Minimum 4 hours' pay at straight time.

Paid Holidays: 12

Holiday Pay: Time and one half for all hours worked on holiday plus holiday pay.

Paid Vacation: One day per month to a maximum 10 days at 4% with less than 1 year of service. 2 weeks after 1 year, 3 weeks after 3 years, and 4 weeks after 10 years.

Bereavement Leave: 3 days' paid leave upon death of spouse, legal common-law spouse, parent, parent of current spouse, child, brothers, sisters, stepfather, stepmother, or stepchild.
1 day's paid leave upon death of grandparents, grandchildren, aunts, uncles, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-brother, or step-sister.
1 day's compassionate leave of absence pay for death of immediate member of family out-of province.

Jury Duty/Crown Witness Leave: Summoned or subpoenaed employee receives the difference between regular daily wages and witness or juror pay.

Leave with pay for family-related responsibilities: 1 day's paid leave for needs directly related to the birth of a child.

Union Leave: Maximum 40 unpaid days per year.

Health and Welfare: Life Insurance and AD & D - Benefit to equal is one year's wage.

Major Medical - Employer pays 80% of premiums for extended health care including prescription drugs. Effective April 9, 1991, 90%.

Dental Plan - Employer pays 80% of premium costs. Effective April 9, 1991, 90%.

Pension Plan: Contribution to RRSP - Employer agrees to match funds deposited to a maximum of three and one-half percent of basic wages upon completion of one year of employment.

Meal Allowance: \$5 after 2 hours of overtime.

Safety Prescription Glasses: Employer provides 1 pair during the term of the contract.

Safety Shoe Allowance: \$55 per year. Effective April 9, 1991, \$65.

Education Allowance: The employer pays maximum of \$200 per year for tuition and related expenses.

Education Leave: Up to 12 days unpaid leave for employees with 1 or more years of service.

Union Education Fund: Employer Contribution - \$1,000 per contract year.

Fruehauf Canada Inc., Manufacturing Plant at Ingersoll - Local 2163, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 16, 1990 to February 15, 1993, covering 275 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 16/90</u>	<u>Feb. 16/91</u>	<u>Feb. 16/92</u>
COLA Fold-in		\$1.20		
General Increases		10¢	20¢	20¢
Skilled Trades Adjustments		25¢	25¢	
Grade 2 (includes Assembler)		\$14.20 (\$12.90)	\$14.40	\$14.60
Grade 5 (includes Maintenance Electrician)		\$16.60 (\$15.05)	\$17.05	\$17.25

COLA: \$1.43 was generated during previous agreements, \$1.20 is folded into wages and 23¢ continues to float. 1¢ per 0.143 point increase in the CPI - 1981=100, using 153.7 as the base. Adjusted quarterly with 1¢ in each of the first two quarters diverted to the pension plan. (Previously, 1¢ per 0.34 point increase in the CPI - 1971=100, adjusted quarterly with no diversions).

Paid Holidays: Effective February 16, 1991 and 1992, 2 floating days are added for a total of 14 (12) days.

Health and Welfare: Life Insurance and AD & D - Effective May 1, 1990, 1991 and 1992, benefit is \$15,000 (\$14,000), \$16,000 and \$17,000 respectively.

Vision Care (new) - Effective February 1, 1991, maximum claim is \$80 every 2 years.

Dental Plan - Effective May 1, 1990, coverage is based on the 1990 (1987) ODA fee schedule. Effective February 1, 1991, maximum lifetime benefit is \$1,000 (\$500) for orthodontic services.

Pension Plan: Basic Benefit - Effective March 1, 1990, 1991 and 1992, \$11 (\$10), \$12 and \$13 respectively, per month per year of service.

Safety Shoe Allowance: \$75 (\$60) per year.

Tool Allowance (Skilled Trades new): Effective February 1, 1991, \$100 per year.

Wajax Limited, Pitman Manufacturing Co. Inc. Division at Markham* - Local 303, Canadian Auto Workers (CLC): A 12-month extension agreement effective from May 14, 1990 to May 14, 1991, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

* Operation to be closed on May 14, 1991.

No negotiated increase in this agreement.

Wages Effective March 1/90

COLA Fold-in \$1.04

Labourer \$16.11-\$16.15
(\$15.07-\$15.11)

Maintenance \$17.21-\$17.36
Mechanic Electrician (\$16.17-\$16.32)

Maximum rates are reached after 90 working days.

Lump Sum Settlement Pay: Effective April 16, 1990, \$350 per employee.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using the June 1988 index as the base. Adjusted and folded into wages quarterly (Basic formula is unchanged).

The following provisions are new to this agreement and are effective March 1, 1990, unless otherwise stated.

Health and
Welfare:

Life Insurance - Employee who is terminated has the right to convert the group life insurance to individual term insurance without a medical.

Weekly Indemnity - Employee in receipt of benefits will continue to receive them for the duration of the disability to a maximum of 52 weeks.

Extension of Benefits - Employer continues benefit coverage for a terminated employee for up to 6 months or until employee has coverage with another plan. Benefits covered are Drugs, Semi-Private Hospitalization, Vision Care and Non-Deductible Dental Plan.

Pension Plan:

Effective September 30, 1990, pension agreement is terminated and thereafter the employer's contribution is added to wages.

Severance
Pay:

1 week's pay per year of service for employee with 0-4 years of service; 1.3 week's pay per year of service for employee with 5-9 years of service; 1.6 week's pay per year of service for employee with 10-17 years of service; 1.9 week's pay per year of service for employee with 18-34 years of service, to a maximum of 34.2 weeks' pay.

Employee
Assistance:

Human Resources Committee, consisting of 2 paid union members and one part-time employer representative, established to assist employees find alternative employment. Employer pays up to a maximum of \$30,000 for the Committee to use in assisting employees to find alternative employment. Employee receives up to 16 paid hours off to attend job interviews while seeking employment elsewhere.

United Technologies Automotive (Canada) Inc., Automotive Products Division at St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 36-month early renewal agreement effective from February 4, 1990* to February 7, 1993, covering 643 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement was scheduled to expire February 7, 1991.

Wages:

Effective	<u>Feb. 5/90</u>	<u>Feb. 17/91</u>	<u>Feb. 16/92</u>
General Increases	50¢	24¢-46¢	10¢
Additional Adjustments	5¢ for Utility Operator	5¢ for Utility Operator	
Cutter Operator	\$7.75 ((\$7.25))	\$7.99	\$8.09

	Tool & Die "A"	\$14.14 (\$13.64)	\$14.58	\$14.68
Bereavement Leave:	1 (3) days' paid leave upon death of grandchild.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Maximum benefit is \$12,000 (unchanged). Effective February 1, 1991, \$13,000. <u>Weekly Indemnity</u> - Maximum benefit is \$165 per week (unchanged). Effective February 1, 1991, \$175. Effective February 1, 1992, \$180. <u>Drug Plan</u> - Maximum individual refund of \$6,000 (\$5,000). <u>Dental Plan</u> - Effective March 30, 1990, dental coverage will be upgraded one step on the Great West Life Dental Plan. Coverage will be based on the 1988 (1986) ODA fee schedule.			
Pension Plan (new):	<u>Employer Contribution</u> - Effective January 15, 1991, \$200 per eligible employee towards a Group Registered Retirement Savings Plan. Effective January 15, 1992, \$100 per employee.			

NON METALLIC MINERAL PRODUCTS

PPG Canada Inc. Duplate Division at Hawkesbury and Oshawa - Locals 222 and 1661, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 820 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	45¢	25¢	25¢
	COLA Fold-in	\$1.15		
	Skilled Trades Adjustment	46¢		
	<u>Oshawa Plant</u>			
	General Labour	\$16.31 (\$14.71)	\$16.56	\$16.81
	Tool Maker	\$19.24 (\$17.18)	\$19.49	\$19.74

COLA: \$1.21 was generated during the previous agreement; \$1.15 is folded into wages leaving 6¢ to float.

1¢ per 0.3 point rise in the CPI - 1971=100, using the average index for April, May and June 1990 as the base. Adjusted quarterly with a 1¢ deduction in each quarter. No deduction if

the quarterly COLA is less than or equal to the highest level previously reached during the term of the agreement. (Basic formula is unchanged.)

Health and
Welfare:

Life Insurance - Benefit is \$24,000 (\$22,000). Effective April 1, 1991, \$25,000.

AD & D - Benefit is \$12,000 (\$11,000). Effective April 1, 1991 and 1992, \$12,500 and \$13,000 respectively.

Weekly Indemnity - Benefit is \$400 (\$375). Effective April 1, 1991 and 1992, \$425 and \$450 respectively.

Lay-off Disability Insurance - Benefits are equal to weekly indemnity benefits noted above.

LTD - Benefits are \$935 (\$890) per month for employee with less than 10 years' service and \$1,000 (\$950) for employee with more than 10 years' service. Effective April 1, 1991, \$980 and \$1,050 respectively. Effective April 1, 1992, \$1,030 and \$1,100 respectively.

Survivor Income/Transition and Bridge Benefit - Basic benefit of \$350 (\$300) per month less offsets. Effective April 1, 1991 and 1992, \$360 and \$375 respectively.

Automatic Short Work Week Benefit Plan - 40 hours' pay at \$9 (\$8) per hour, regardless of actual hours worked, for eligible employee working irregular hours during normal work week.

Pension Plan:

Basic Benefit - \$25 (\$22) per month per year of service. Effective April 1991 to April 1995 inclusively; \$27, \$29, \$31, \$33 and \$36 respectively.

Supplementary Benefit - \$16.50 (\$15.50) per month per year of service to a maximum of 30 years (unchanged). Effective April 1, 1991, 1992 and 1993; \$17, \$17.50 and \$18 respectively.

Special Early Retirement "30 and Out" Allowance - Combined basic and supplementary benefits are increased to \$1,505 (\$1,300) per month depending on entitlement. Effective April 1, 1991 to April 1, 1995 inclusively; \$1,575, \$1,645, \$1,715, \$1,785 and \$1,875 respectively.

Current Retirees - Basic benefit is increased by \$1 per month per year of credited service. Effective April 1, 1991, 1992, 1993, 1994 and 1995; increased by an additional \$1, 75¢, 75¢, and 75¢ per month in each year respectively.

Pension Indexing - For retirements effective on or after April 1, 1990, basic benefits and special allowances will be adjusted annually effective from 1991, by an amount equal to 90% of the change in the previous year's CPI, less 1%.

SUB Plan: Regular Benefit - \$425 (\$400) less UIC benefit or income from other sources, for the second week only of the UIC waiting period. Effective April 1991 and 1992, \$440 and \$460 respectively. Employer pays the difference between the UIC benefit and the employee's SUB entitlement to a maximum payment of \$85 (\$80) weekly from the third week of lay-off to exhaustion of SUB credits. Effective April 1, 1991 and April 1, 1992, \$90 and \$95 respectively.

PETROLEUM AND COAL PRODUCTS

Petro-Canada Inc., Petro-Canada Products Division, Lake Ontario Refinery at Mississauga - Local 593, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1990 to January 31, 1992, covering 331 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 1/90	Feb. 1/91
General		5.5%	6%
Increases			
Additional		\$1.52 for	
Adjustment		Safety Inspector	

Mississauga Refinery

Labourer	\$14.64 (13.88)	\$15.52
Mechanic 1	\$21.71 (20.58)	\$23.01
Master Operator	\$23.46 (22.24)	\$24.87

Shift Premiums: 8-hour continuous shifts - 39¢-79¢-\$1.38 (37¢-75¢-\$1.31). Effective February 1, 1991, 41¢-84¢-\$1.46.

12-hour continuous shifts - 53¢ (50¢) per hour worked between 8 a.m. and 8 p.m. and \$1.18 (\$1.12) between 8 p.m. and 8 a.m.. Effective February 1, 1991, 56¢ and \$1.25 respectively.

Change of Schedule Premium: Day Workers - 79¢-\$1.38 (75¢-\$1.31) for day worker required to work an afternoon or night shift. Effective February 1, 1991, 84¢ and \$1.46 respectively.

Responsibility Pay: 8% of the Mechanic #1 rate in addition to employee's regular rate for employee acting as Sub-Foreman (previously, an additional \$1 per hour); 12% of the Mechanic #1 rate for acting Foreman (\$2 per hour); 12% of Master Operator's rate for acting Shutdown

Coordinator (\$2 per hour); 8% of Master Operator's rate for acting Assistant Shutdown Coordinator (\$1 per hour). Effective February 1, 1991, an additional 10% and 15% of Master Operator's rate for acting Assistant Shutdown Coordinator and acting Shutdown Coordinator respectively.

Paid Holidays: 1 additional floating day is added for a total of 12 (11) days annually.

Meal Allowance: \$9 (\$7.75) following 2 (1) hours of continuous overtime.

Severance Pay: 2 weeks' pay (new) plus 2 (1) weeks' pay per year of service.

ELECTRICAL POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 16,500 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 29/90</u>	<u>Mar. 28/91</u>
	General Increases	6.9%	6.7%
	Additional Adjustments	Restructuring of Nuclear and Thermal Operator's Wage Grids	
	Labourer	\$15.68 (\$14.67)	\$16.73
	Trade Group 1 (includes Electrician and Powerline Maintainer)	\$21.54 (\$20.15)	\$22.98
	<u>Weekly Rates</u> 35 to 40 hours per week		
	Grade 51 (includes Office Junior)	\$430.94-\$458.85 (\$403.12-\$428.86)	\$459.81-\$489.16
	Grade 66 (Includes Senior Design Technologist)	\$1,042.93-\$1,109.50 (\$975.61-\$1,037.89)	\$1,112.80-\$1,183.84

Maximum rates for Office Junior and Senior Design Technologist are reached after 2 annual increases.

Previous rates reflect a 1% increase under the COLA clause of the previous agreement.

- COLA: 1% per full 1% (1/2% per full 1/2%) increase in the Ontario CPI-1981=100, using the February 1991 index as the base. Triggered at 6.7%. (The previous formula had trigger points of 4.1% in the second year and 4.0% in the third year and was based on the CPI for Canada.)
- Hours of Work: Effective April 1, 1991, regular work week for 40-hour employees changed to 39.5 hours. Employees continue to work 40 hours per week, banking one-half hour per week to a maximum of 3.25 days per year.
- Paid Vacation: 5 weeks after 17 (19) years of service.
- Salary Protection: Employee whose salary has been retrogressed for work related medical reasons will have wages maintained after 20 (25) years of service. 10 years for employee who has been retrogressed due to muscular-skeletal repetitive strain injury or a related secondary injury deemed compensatable by the WCB (new).
- Service Credit: Effective April 1, 1990, employee on extended maternity leave will be entitled to service credit (new).
- Health and Welfare: Benefit Coverage During Maternity Leave - Employer pays 100% of premium costs for OHIP, Extended Health, and the Dental and Supplementary Plans for employees on extended maternity leave (new).
- Major Medical - \$20 (\$3) per day for semi-private or private coverage for chronic care patient in a chronic care hospital or chronic care unit of a general hospital; semi-private coverage for the Shouldice Clinic (new); coverage is extended to include maximum 2 pairs of ready-made orthopaedic shoes annually; some diabetic equipment; one wig every 3 years and liquid meals for cancer patients; maximum \$200 for chiropodist or podiatrist (new) and maximum \$250 (\$165) for chiropractor per calendar year in excess of OHIP (new).
- Drug Plan - Annual deductibles of \$20/\$40 (\$10/\$20) for single and family coverage respectively.
- Vision Care - Maximum \$300 every 2 years. (Previously, \$150 annually.)
- Dental Plan - Coverage continues to be updated to the current year's ODA fee schedule. \$3,000 (\$2,500) per person lifetime maximum claim for orthodontic services.
- Moving Allowances: Incidental Expenses - Employer pays maximum \$4,000 (\$3,000).
- Moving Expenses - \$500 (\$400) for non-householders.
- Lease Termination - \$1,500 (\$1,000).

Legal and Real Estate Fees - Legal and associated fees will be reimbursed to a maximum \$3,000 (\$2,500) and maximum \$10,000 (\$6,000) for real estate fees.

Pension Plan: Indexation - Effective January 1, 1990, adjustments will be made to the benefits of current retirees sufficient to restore the purchasing power of the value of their pensions to 75% of their original value at the time of retirement.

Effective January 1, 1991 and January 1, 1992, monthly benefits for current and future retirees will be increased by an amount equivalent to 75% of the increase in the Ontario CPI occurring during the previous 12 months; annual adjustment capped at 6%. Should the CPI increase generate an adjustment greater than 6%, the excess adjustment will be carried forward into the next year.

Effective January 1, 1991 and January 1, 1992, pension benefits for current and future retirees will receive an additional adjustment financed through the establishment of a national account established by the employer in respect of pension contributions and related interest currently in dispute. The additional indexing will be equal to 25% of the percentage rise in the Ontario CPI during the previous year.

Consumers' Gas Company Ltd. at Toronto and various other locations in Ontario (operating, maintenance and office employees) Locals 001, 517 and 6720, Energy and Chemical Workers (CLC): Three 24-month renewal agreements effective from May 1, 1990 to April 30, 1992, covering 870 employees, settled at the direct bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 29/90</u>	<u>Apr. 28/91</u>
	General Increases	6%	7%
	<u>Local 001</u> <u>Toronto</u>		
	Labourer (\$14.07-\$14.36)	\$14.91-\$15.22	\$15.95-\$16.29
	Truck Driver	\$15.95 (\$15.05)	\$17.07
	Pipeline Welder	\$19.26 (\$18.17)	\$20.61

Maximum rate for Labourer is reached after 24 months.

Local 001

Shift Premium: 0-\$1-\$1.50 (0-70¢-95¢).

Standby Pay: \$17 (\$15.50) per day for construction and maintenance department employees in east central, north central, and Georgian Bay districts. An additional \$20 (\$17) on statutory holidays.

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$25,000).

Meal Allowance: \$8 (\$7) after 3 hours of overtime if continuous with regular working day and after 4 hours if not continuous with regular working day.

Tool Allowance: \$250 (\$125) per year for auto mechanic.

Local 517

Shift Premium: 0-\$1-\$1.50 (0-70¢-90¢).

Saturday Premium: \$3 (\$2) per hour worked.

Ticket Premium: 45¢ per hour for a no blo ticket and 65¢ per hour for both acetylene and no blo tickets (previously, 60¢ for both tickets).

Standby Pay: \$17 (\$15.50) per day; \$20 (\$17) if on statutory holidays.

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$25,000).

Meal Allowance: \$7 (\$6) after 9.5 consecutive hours worked or after 4 hours on a call-out.

Field Work Allowance: 50¢ (25¢) per hour for Meter Reader.

Local 6720

Shift Premium: 0-\$1-\$1.50 (0-65¢-90¢).

Saturday Premium: \$3 (\$1.25) per hour worked.

Standby Pay: \$8 (\$7.50) for the first 8 hours and an additional \$9 (\$8) for the next 16 hours. \$17 (\$15) for the first 8 hours on a statutory holiday and an additional \$20 (\$16) for the next 16 hours.

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$25,000).

Meal Allowance: \$8 (\$7.50) after 3 hours of overtime continuous with regular working day and after 3 1/2 hours if not continuous with regular working day .

RETAIL TRADE

Simpsons Limited and The Bay at Brampton, Etobicoke, Kingston, Toronto and Windsor - Local 1000, Retail Wholesale Employees (AFL-CIO/CLC) (full-time, part-time, office and sales employees): Nine* 36-month renewal agreements effective from January 1, 1990 to December 31, 1992, covering 1,787 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

* Previously, 19 agreements - Part-time, full-time, sales and full-time and part-time office agreements have amalgamated at individual locations. Kitchener part-time clerical unit has decertified.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
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Increases:

Sales
Non-Commission
and Clerical

All rates	5%	4.3%	5%
Toronto and Windsor			

Kingston	1% plus 5%	4.3%	5%
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Toronto Dept. Heads and Windsor Sales Signatures	6%	4.3%	5%
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Kingston Sales Signatures	1% plus 6%	4.3%	5%
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Sales
Commission

Additional Adjustment	Minor adjustments to certain rates.
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Toronto
(Full-time employees)

Sales	\$6.810-\$9.072	\$7.103-\$9.462	\$7.458-\$9.935
Non-Commission	(\$6.486-\$8.640)		

Special Events Co-ordinator	\$8.351-\$11.069	\$8.710-\$11.545	\$9.145-\$12.122
	(\$7.954-\$10.542)		

Additional Adjustment - Windsor - Sales Commission, Shoes -
Effective January 1, 1990, the 1989 Non Commission wage rates plus 4% of sales. Effective January 1, 1991, the 1990 Non

Commission wage rates plus 4% of sales. Effective January 1, 1992, the 1991 Non Commission wage rates plus 4% of sales. 2% on any merchandise sold under regular price including any store wide promotion.

Probationary Period: 487.50 (500) hours since last date of hire for part-time employees.

Hours of Work: Full-time employees will not be scheduled more than two (2) nights per week without their agreement except during the week of the company's inventory (new).

Paid Holidays: Part-time employees eligible for holiday pay if wages earned on the last 10 (12) working days during the 4 weeks immediately preceding a holiday.

Paid Union Negotiating Leave (new): Maximum 7.5 hours per day for 8 days, up to conciliation, for Negotiating Committee members.

Pension Plan: Full-time employees with 10 years of service may increase pension plan contributions by 1%-2% with the employer matching such contributions (new).

Safety Shoe Allowance (new): \$30 per year for certain classifications.

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Chargex Centre at Toronto - Local 2104, United Steelworkers* (AFL-CIO/CLC) (full-time and part-time employees): A 9 1/2 month renewal agreement effective from April 11, 1990** to January 26, 1991, with wages retroactive to March 1, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previously, Local 2104, CLC Directly Chartered.

** Previous agreement expired January 26, 1990.

Wages:	Effective	Mar. 1/90
	Average Increase	6%
	Clerk 1 (File Clerk)	\$8.51-\$10.03 (\$8.05-\$9.46)
	Clerk 8 (includes Senior Collection Officer)	\$15.33-\$19.18 (\$14.51-\$18.13)
	Maximum rates are reached on merit.	

Shift Premium: 0-55¢-55¢ (0-50¢-50¢).

Travel 26¢ (22.5¢) per kilometre.
Allowance:

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Public School Teachers' Federation (Ind.) (elementary school occasional teachers): A 36-month renewal agreement effective from January 1, 1990 to December 31, 1992, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages	Effective	<u>Jan. 1/90</u>
	<u>Casual Occasional</u> <u>Teacher</u>	
	<u>Daily Rate</u> <u>Formula</u>	
	Certified or Equivalent	
	- with Degree	1/195 of salary for Teacher Category A1, year 0
	- without Degree	1/195 of salary for Teacher Category D, year 0
	Non-certified	85% of salary for Certified Teacher without degree

Daily Rates*

Certified or Equivalent with Degree	\$148.67 (\$141.15)
Non-certified	\$93.27 (\$88.55)

Extended Occasional Teachers - receive salary according to the salary schedule in the current collective agreement between the Carleton Board of Education and the Teachers' Federation of Carleton.

Effective January 1, 1991, wage provisions to be reopened for negotiation.

* Daily rates include 4% vacation pay.

Note: Effective April 9, 1990, an Extended Occasional Teacher is an Occasional Teacher who is employed for a period of 18 (20) or more consecutive teaching days as a replacement for a teacher employed on a probationary or permanent contract. Effective January 1, 1991, the qualifying period is reduced to 17 days. Effective January 1, 1992, 15 days.

The following provisions apply only to Extended Occasional Teachers.

Sick Leave: Credits earned subsequent to a period of illness in a given school year apply retroactively to the period of illness to a maximum of 2 days (new).

Payment in Lieu of Benefits: Effective May 1, 1990, \$55 (\$65) per month for employee with 2 months of continuous service. Effective January 1, 1992, \$60.

Lakehead Board of Education at Thunder Bay - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 650 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	4%	2%
	Additional Adjustments	Principal's minimum salary is 111% (110%) of Teacher-Category A4 maximum salary	
	<u>Annual Rates</u>		
	Teacher-Category D 0-7 years	\$22,869-\$31,114 (\$21,989-\$29,917)	\$23,336-\$31,736
	Teacher-Category A1 0-10 years	\$27,435-\$43,911 (\$26,380-\$42,222)	\$27,984-\$44,789
	Teacher-Category A4 0-11 years	\$33,522-\$56,160 (\$32,233-\$54,000)	\$34,193-\$57,283
	Principal 0-2 years	\$62,338-\$62,865 (\$59,400-\$59,901)	\$63,585-\$64,112

Note: Previous wage rates reflect a 0.746% increase resulting from a conditional wage adjustment on August 31, 1989.

Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
General Increases	4%	2%

Additional Adjustments	Principal's minimum salary is 112% of Teacher-Category A4 maximum salary	
Teacher-Category D	\$24,259-\$33,005	\$24,744-\$33,665
Teacher-Category A1	\$29,103-\$46,581	\$29,685-\$47,512
Teacher-Category A4	\$35,560-\$59,575	\$36,272-\$60,766
Principal	\$66,724-\$67,283	\$68,059-\$68,618

Responsibility Allowances:

Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
Principal	\$278 (\$264) per Teacher in excess of 10	\$293 per Teacher in excess of 10

Vice-Principal

10 or more Teachers	\$2,925 (\$2,779) plus \$82 (\$78) per Teacher	\$3,103 plus \$86 per Teacher
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less than 10 Teachers	\$750 (\$713) plus \$82 (\$78) per Teacher	\$795 plus \$88 per Teacher
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Co-ordinator less than 1 year	11% (10%) of Category A4 maximum
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1 year	12% (11%) of A4 maximum
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2 years	13% (12%) of A4 maximum
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Health and Welfare:

Part-time Employees - Effective September 1, 1990, fringe benefits pro-rated to one-half for employees who work less than, or equal to, one-half the number of full-time work hours, and full benefits for employees who work more than one-half the number of full-time hours (previously, fringe benefits were pro-rated in same proportion as actual number of hours worked to full-time hours).

Life Insurance - Benefit is 2 times Teacher-Category A4 maximum annual salary or 2 times salary, whichever is greater. (Previously, 2 times salary.)

Vision Care (new) - Effective September 1, 1990, employer pays 90% of premium costs. Maximum claim is \$200 per person every 2 years if change in prescription and every year for dependents under 18.

Hearing Care (new) - Effective September 1, 1990, employer pays 90% of premium costs. Maximum claim is \$400 per person every 4 years.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule. Effective September 1, 1990, plan is extended to provide 50%-50% co-insurance for orthodontic services with a lifetime maximum benefit of \$1,500 per person (new).

Paid Time for Administrative and Supervisory Duties (Vice-Principal): Up to 75 minutes per week for schools with up to 149 students (new), 150 minutes with 150 to 299 students (new), 300 minutes with 300 to 399 students (new), 450 minutes (20% of full-time hours) with 400 to 449 students, 600 minutes (30% of full-time hours) with 450 to 499 students and 900 minutes (50% of full-time hours) with 500 or more students.

Paid Preparation Time: Effective September 1, 1990, 150 (100) minutes per week. Effective September 1, 1991, 175 minutes.

Remote School Allowance: Employee teaching at a school outside Thunder Bay city limits receives an annual allowance based on the following formula:

(Number of km round trip - 15) x 35% (30%) of the Board travel allowance/km x total number of days in the school year (previously 185 teaching days).

Professional Development Fund: \$35,000 per year for teachers and \$10,000 per year for principals and vice-principals (new).

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board - Local 1453, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Jan. 1/90	July 1/90	Jan. 1/91
General Increases		5.75%	.25%	5.75%*
Additional Adjustments	Restructuring of wage schedule			
Pay Equity Adjustment	\$1.07 for Attendance Counsellor			
Crossing Guard		\$8.67 ((\$8.20)	\$8.69	\$9.19

Attendance	\$17.29	\$17.33	\$18.33
Counsellor	(\$14.97)		

* January 1, 1991 increase to equal the amount shown above or the percentage increase in the Ontario CPI (December 1984=100) from December 1989 to December 1990, whichever is greater.

Shift Premium: Effective January 1, 1991, 0-45¢-45¢ (0-40¢-40¢).

Paid Vacation: 5 weeks after 18 (19) years of service, 6 after 28 (30).

Health and Welfare: Vision Care - Maximum claim is \$100 per adult every 2 years and \$100 per child every year. (Previously \$75 every 2 years for both adult and child).

Dental Plan - Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Simcoe County Board of Education at Barrie - Local 330, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office, clerical and technical employees and teacher assistants): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 469 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	\$1	\$1
	Additional Adjustments	50¢ for Elementary Secretary	
	Group A (includes Clerk-Stenographer)	\$11.48-\$12.40 (\$10.48-\$11.40)	\$12.48-\$13.40
	Group E (Buyer)	\$16.08-\$18.48 (\$15.08-\$17.48)	\$17.08-\$19.48

Maximum rates are reached after 36 months.

Paid Holidays: Effective December 1, 1990, 1 floating day is added for a total of 13 (12) days.

Paid Vacation: Twelve-month Employees - 5 weeks after 19 (20) years of service and 6 after 30 (new).

Vacation Pay: Ten-month Employees - 10% after 19 (20) years of service and 12% after 30 (new).

Health and Welfare: Dental Plan - Effective May 1, 1990, employer pays 75% (70%) of premium costs. Effective January 1, 1991, 80%.

Toronto City Board of Education - Locals 1325, 134, 63, 1316 and 3111, Canadian Union of Public Employees (CLC) (various bargaining units*):
Seven** 24-month renewal agreements effective from January 1, 1990 to December 31, 1991, covering 2,422 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previously bargained as separate units.

** During the term of this contract, agreements with Local 134, (Food Services) and Local 134, (Drivers and Drivers' Helpers) will be merged with the Local 134 agreement covering caretaker and maintenance employees.

Wages:	Effective	Jan. 1/90	Jan. 1/91
General Increases		6.8%	6.8%

CUPE 1325

Clerk Grade 1	\$18,374-\$20,141 (\$17,204-\$18,859)***	\$19,623-\$21,511
Senior Systems Analyst	\$47,540-\$63,730 (\$44,513-\$59,673)	\$50,773-\$68,064

Maximum rate for Clerk Grade 1 is reached after 3 years and for Senior Systems Analyst, after 7 years.

CUPE 134

Caretakers & Maintenance

Caretaker/Matron	\$12.90 (\$12.08)	\$13.78
Head Cleaner	\$15.59 (\$14.60)	\$16.65

Cafeterias/Food Service****

General Worker	\$10.09 (\$9.45)	\$10.78
Senior Cook	\$11.88 (\$11.12)	\$12.69

Drivers/Drivers' Helpers

Drivers' Helper	\$14.07 (\$13.17)	\$15.03
Dispatcher/Driver	\$15.22 (\$14.25)	\$16.25

	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
<u>CUPE 63</u>		
4th Class Engineer	\$15.36 (\$14.38)	\$16.40
Chief Caretaker Code F-3rd Class Engineer or higher	\$20.03 (\$18.75)	\$21.39
<u>CUPE 1316</u>		
Clerical Assistant	\$430.80-\$487.31 (\$403.37-\$456.28)	\$460.09-\$520.45
Administrative Assistant	\$481.80-\$549.32 (\$451.12-\$514.34)	\$514.56-\$586.67
Maximum rates reached after 4 years.		
<u>CUPE 3111</u>		
Education Assistant Level 1	\$11.55-\$13.85 (\$10.81-\$12.97)	\$12.34-\$14.79
Level 3	\$12.50-\$14.98 (\$11.70-\$14.03)	\$13.35-\$16.00

Maximum rates reached after 3 years.

*** Previous rates for all locals include increases provided by wage re-opener clauses.

**** If the pay equity review does not result in an increase in wage rates under the food services agreement, an additional 2% increase will be applied to these rates retroactive to January 1, 1990.

COLA: Effective January 1, 1991, % per % increase using the Metropolitan Toronto CPI (1981=100) for December 1990 as the base, triggered at 6.8%, capped at 3% of basic annual salary. Calculated on a monthly basis and payable as a lump sum following the publication of the December 1991 Metropolitan Toronto CPI. Folded into wage rates on December 31, 1991.

Paid Lunch Period (Locals 63 and 134): 30 (20) minute running lunch period for the day shift.

Overtime Pay (Local 1316): Time and one-half after 7 hours per day, Monday to Friday, for dispatchers (new).

Overnight Premium (Local 3111): 4 hours' pay at regular rate for each night of overnight visit when required to accompany their class on an overnight trip (new).

Dirty Work Premium (Local 134, Plant Operations and Maintenance):	\$10 (\$5) for punching boiler tubes, performing the internal cleaning of boilers or breaching cleaning.
Temporary Responsibility Pay:	<u>Local 134, Food Services</u> - An additional hourly rate of 1/2 the difference between the minimum hourly rate of the Food Services Manager classification and employee's hourly rate when Lead Hand is assigned responsibilities of the Food Services Manager for one full day or more (new). <u>Local 134, Plant Operations and Maintenance</u> - An additional hourly rate of 1/2 the difference between employee's rate and replacement position when assigned responsibilities of a higher classification outside the bargaining unit for one full day or more (new).
Dispatching Allowance (Local 1316):	Clause deleted (previously \$2,800 per year).
Paid Maternity Leave (new):	<u>SUB</u> - Wages equivalent to 90% of weekly insurable earnings for two week UIC waiting period.
Paid Paternity Leave (new):	Time to attend the birth of his child deducted from sick leave credits.
Extension of Bereavement and Sick Leave (new):	Illness, accident or bereavement occurring during Christmas or mid-winter vacation period will not be counted as vacation time if employee applies for and is granted paid leave in accordance with the sick leave credit and gratuity plan.
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1990, employer pays 100% of premium costs for minimum coverage of \$30,000(\$25,000) and 75% of premium costs for additional coverage to a maximum of \$140,000 (\$120,000). <u>LTD (all locals except Local 134, Food Services and Operations and Maintenance)</u> - Effective January 1, 1991, payment for employees in receipt of LTD benefits for more than 2 years will be adjusted as follows: The CPI - 1981=100 minus 1% from December to December index in each year, capped at 4%. Annual adjustments will be made in January of each year. <u>Semi-Private Hospitalization</u> - Effective June 1, 1990, the employer pays 75% of premium costs (previously, employee paid). Effective January 1, 1991, 100%. <u>Vision Care</u> - Effective June 1, 1990, maximum claim is \$120 (\$75) per person every 2 years. Effective January 1, 1991, \$140.

Dental Plan - Effective June 1, 1990, employer pays 80% (75%) of the premium costs. Coverage is based on 1989 (1988) ODA fee schedule. Plan is extended to include major restorative and orthodontic rider (previously, only major restorative). Effective January 1, 1991, employer pays 90% of the premium costs and the coverage will be based on the 1990 ODA fee schedule.

Continuation of Benefits - Local 1325 and Local 134, Food Services and Plant Operations and Maintenance - Employer pays 75% of the premium costs for semi-private hospitalization coverage for employees in receipt of LTD benefits. Effective January 1, 1991, 100%. (new).

Local 134 - Drivers and Drivers' Helpers - Probationary employees shall be eligible for all benefits (previously, after 6 months).

Transportation Allowance (Local 63 and Local 134, Plant Operations and Maintenance): \$1.80 (\$1.75) per move within the city limits. Effective January 1, 1991, \$1.85. For employees authorized to move Board equipment, an additional 75¢ (60¢) (Local 134) and 60¢ (45¢) (Local 134) per move.

Mileage Allowance (Local 1325): Effective June 1, 1990, 40¢ (37¢) per kilometer. Effective January 1, 1991, 45¢.

Shoe Allowance (Local 134, Food Services and Plant Operations & Maintenance): Effective February 19, 1990, maximum \$40 (\$32) per year (Food Services). \$40 per year for Matrons (Plant and Operations Maintenance) (new).

Safety Shoe Allowance: Local 134, Plant Operations and Maintenance, Construction Depts. Drivers and Drivers' Helpers - Effective in 1990, the maximum is \$80 (\$69) per year.

Local 3111, Unit B - \$40 per year (new).

Job Security (Local 134, Drivers & Drivers' Helpers): Seniority shall be retained for 18 (12) months after lay-off.

Paid Union Leave (Local 3111): Maximum of 10 working days per year to attend conventions, seminars, schools and conferences. An additional 10 days of unpaid leave shall be granted (Previously, 60 hours unpaid leave).

York Region Board of Education at Aurora - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>	<u>Sept. 1/90</u>
General Increases		5%	1%	6%*
Teacher- Category 1 0-10 years		\$27,103-\$45,859 (\$25,812-\$43,675)	\$27,374-\$46,318	\$29,016-\$49,097
Teacher- Category 4 0-10 years		\$31,651-\$56,976 (\$31,144-\$54,263)	\$31,968-\$57,546	\$33,886-\$60,999
Vice- Principal 0-4 years		\$62,622-\$66,895 (\$59,640-\$63,709)	\$63,248-\$67,564	\$67,043-\$71,618
Principal 0-4 years		\$70,524-\$76,249 (\$67,166-\$72,619)	\$71,229-\$77,011	\$75,503-\$81,632

Previous rates reflect a .1% increase generated under a conditional wage adjustment and folded into wages at the end of the previous contract.

Continuing Education Teachers

Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
General Increases		6%
Summer/Night School Teacher	\$32 per hour (new)	\$33.92
Summer School Principal		
under 400 students	\$3,000 per semester (new)	\$3,180
400 or more students	\$4,000 (new)	\$4,240

The above rates include 4% vacation pay.

* Effective June 1991, conditional wage adjustment equal to the percentage increase in the Ontario (Canada) CPI from April 1990 to April 1991, triggered at 6% (4.5%) and capped at 7%(6%). Payable in June 1991 and folded into wages, responsibility and additional degree allowances at the end of the contract.

Responsibility Allowances:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
Major Head		\$3,715 (\$3,575)	\$3,855

Minor Head	\$2,357 (\$2,217)	\$2,497
Assistant Head	\$1,785 (\$1,645)	\$1,925
Senior Teacher	\$1,785 (\$1,645)	\$1,925
Acting Senior Teacher	\$963 (\$823)	\$1,103
Commercial Director under 6 cycles	\$3,715 (\$3,575)	\$3,855
Commercial Director over 6 cycles	\$4,000 (\$3,860)	\$4,140
Technical Director under 6 cycles	\$3,715 (\$3,575)	\$3,855
Technical Director over 6 cycles	\$4,143 (\$4,003)	\$4,283
Chairman of Area	\$4,358 (\$4,218)	\$4,498

Health and
Welfare:

Dental Plan - Coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1990, the 1990 ODA fee schedule.

York Region Roman Catholic Separate School Board at Richmond Hill - Ontario English Catholic Teachers' Association and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 2,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:

Effective	<u>Sept. 1/90</u>	<u>June 1991</u>
Increase	6.25%	*
Teacher-Category D 0-11 years	\$21,283-\$38,254 (\$20,031-\$36,004)	
Teacher-Category A1 0-10 years	\$28,760-\$48,860 (\$27,068-\$45,986)	
Teacher-Category A4 0-10 years	\$33,880-\$60,706 (\$31,887-\$57,135)	
<u>Principal</u> 0-4 years		

Elementary	\$71,092-\$76,486 (\$66,910-\$71,987)
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Secondary	\$73,664-\$79,061 (\$69,331-\$74,410)
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Vice-Principal
0-2 years

Elementary	\$64,230-\$65,670 (\$60,452-\$61,807)
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Secondary	\$65,911-\$67,352 (\$62,034-\$63,390)
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Continuing Education
Teachers**

Effective	<u>Sept. 1/90</u>
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Increase	6.25%
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Teacher	\$34 (\$32) per hour
Elementary Centre Principal	\$2,500 (\$2,400) per program
Elementary Vice-Principal	\$2,550 (\$2,400) per program
Elementary Principal	\$2,868.75 (\$2,700) per program
Secondary Vice-Principal	\$4,143.75 (\$3,900) per program
Secondary Principal	\$4,675 (\$4,400) per program

* Conditional wage adjustment equal to the percentage increase in the Toronto CPI from April 1990 to April 1991, triggered at 6.5% and capped at 7%.

** Rates include holiday and vacation pay.

Responsibility Allowances:	Increased in accordance with the general salary increases.
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Bereavement Leave:	Up to 3 days' paid leave upon death of grandparent (new).
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Paid Leave:	The following paid leaves are granted with no loss of sick leave credit but with deduction from retirement gratuity. Maximum of 2 days' per year for duties related to the organizational aspects of artistic, athletic or cultural activities at the provincial or international levels (new). Maximum of 2 days' per 3 years for personal reasons not stipulated in the agreement (new).
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University of Western Ontario, Physical Plant Department and Thompson Arena at London - Local 2361, Canadian Union of Public Employees (CLC):
A 36-month renewal agreement effective from July 1, 1990* to June 30, 1993, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement expired April 30, 1990.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>	<u>July 1/92</u>
	Special Adjustment	.9%**		
	General Increase	5.5%	***	****
	Pay Equity Adjustments	55¢ for certain classifications, including Service Worker I		
	Service Worker I	\$10.33 (\$9.15)		
	Caretaker II	\$12.99 (\$12.20)		
	Electrician	\$18.84 (\$17.70)		

** 0.9% wage adjustment to recognize change in salary adjustment dates from May 1, 1990 to July 1, 1990.

*** Increase equal to percentage increase in the CPI from January 1990 to January 1991.

**** Increase equal to the percentage increase in the CPI from January 1991 to January 1992.

Health and Welfare: LTD - Effective July 1, 1991, current and future claim payments will be adjusted by the increase in the CPI using the June to June index in each year, capped at 6%. Annual adjustments will be made on January 1 of each year (new).

Vision Care - Effective July 1, 1990, maximum claim is \$150 (\$100) every 2 years.

Pension Plan: Employer Contribution - Effective July 1, 1992, 8% (7.5%) of regular monthly salary for employees with 10 or more but less than 20 years of service.

Safety Shoe Allowance: \$15 (\$10) per year for Service Worker.

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (office employees): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 304 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/89</u>	<u>July 1/90</u>
	General Increases	5.5%	5.5%
	Additional Adjustments:		
	Grid reclassification:	2.46%	
	Anniversary increase:	2.06%	2.0%

Hourly Rates
(new classifications)

Postal Clerk Class I	\$8.80-\$9.63 (\$8.34)	\$9.28-\$10.16
Staff Assistant Class 11	\$15.99-\$19.78 (\$15.16)	\$16.87-\$20.87

Maximum rate for Postal Clerk reached after 3 years, and for Staff Assistant after 5 years.

Health and Welfare: Life Insurance for Retirees - Effective May 1, 1990, benefit is \$3,000 (\$1,500) at age 65.

Drug Plan - Effective May 1, 1990, \$1 deductible per prescription (new).

Drug Plan for Retirees - Effective May 1, 1990, \$1 deductible per prescription (new).

Vision Care (new) - Effective May 1, 1990, maximum claim is \$80 every 2 years.

Meal Allowance: Effective July 1, 1989, \$6 (\$4) after 2 hours of overtime.
Effective July 1, 1990, allowance to be increased in accordance with the CPI, minus 1%.

HEALTH AND WELFARE SERVICES

Victorian Order of Nurses at Toronto - Ontario Nurses Association (Ind.):
A 24-month first agreement effective from April 1, 1989 to March 31, 1991, covering 350 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/89</u>	<u>Oct. 1/89</u>	<u>Apr. 1/90</u>
	General Increases	3%	2%	6%
	<u>Full-time</u> <u>Hourly rates</u> 37 1/2 hours per week			

Registered Nurse	\$15.63-\$18.67 (\$15.18-\$17.76)	\$15.94-\$19.05	\$16.81-\$20.62
0-8 years Effective April 1/90			
0-9 years			
Public Health Nurse	\$16.15-\$19.19 (\$15.68-\$18.63)	\$16.47-\$19.58	\$17.31-\$21.12
0-9 years			

Health and Welfare:

Life Insurance - Employer pays 100% of premium costs.

LTD - Employer pays 50% of premium costs.

Major Medical - Employer pays 75% of premium costs.

Dental - Employer pays 75% of premium costs.

Payment in Lieu of Fringe Benefits - Part-time employees receive 14% payment. Casual employees receive 8%.

Central Park Lodges at Toronto and Thunder Bay - Locals 204 and 268, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time employees): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 327 employees, settled by arbitration. Duration of negotiations - 27 months.

Wages:	Effective	Jan. 1/88	Jan. 1/89	Jan. 1/90
	General Increases	4%	4%	4%
	Additional Adjustments	15¢ for R.N.A.	20¢ for R.N.A.	17¢ for R.N.A.
	Domestic	\$9.84-\$10.48 (\$9.44-\$10.09)	\$10.23-\$10.90	\$10.64-\$11.34
	R.N.A.	\$10.98-\$11.62 (\$10.41-\$11.03)	\$11.62-\$12.28	\$12.25-\$12.94

Maximum rates reached after 2 years.

The following changes are effective April 23, 1990, unless otherwise stated.

Shift Premium: (full-time)	27¢ (25¢) per hour if shift begins or ends between the hours of 10:30 p.m. and 12:00 p.m. Effective January 1, 1990, 28¢.
Overtime: (full-time)	Time and one-half for work performed in excess of 75 hours bi-weekly (new).

Paid Vacation: Full-time employees - Effective May 31, 1989, 4 weeks after 9 (10) years of service, 5 after 18 (20).

Part-time employees - Effective May 31, 1989, vacation pay or vacation time equal to 8% of gross earnings for each 1800 hours worked in period ending May 31 from June 1 of previous year, after 16,200 hours worked. (Previously, 8% after 14,000 hours worked).

Bereavement Leave: 1 day's paid leave upon death of an aunt or uncle (new).

Health and Welfare: Life Insurance - Benefit is \$17,000 (\$10,000).

Semi-Private Hospitalization (new)- Employer pays 100% of premium costs for full-time employees, and 60% for part-time employees.

Major Medical - Maximum annual claim is \$2,000 per employee and family member (new).

Dental - Coverage is based on 1988 (1986) ODA fee schedule. Effective January 1, 1990, 1989 ODA fee schedule. The maximum annual claim is \$2,000 per individual and per family member (new).

Continuation of Benefits - Employer continues to pay its share of the premium costs for employee on WCB leave as long as the employment relationship continues. (Previously, employer paid its share of the premium costs for the month in which the absence commenced and for the following 2 months.)

Payment in Lieu of Fringe Benefits (part-time): Effective January 1, 1989, and 1990, 80¢ (70¢) and 90¢ per hour worked respectively. (Note: Part-time employees have the option of participating in benefit plans or receiving payment in lieu.)

Pension Plan (new): Employer Contribution - Effective October 1, 1989, 2% of employee's earnings towards a Group Retirement Savings Plan. Effective January 1, 1990, 4% of employee's earnings.

Uniform Allowance: Effective May 1, 1990, 5.2¢ per hour worked. (Previously, \$6.80 and \$4.80 per month for full-time and part-time employees respectively.)

SERVICES TO BUSINESS MANAGEMENT

AECL, CANDU, previously Atomic Energy of Canada Ltd., CANDU Operations, at Mississauga, Ontario and Montreal, Quebec - Engineers Association (Ind.): A 20 1/2-month renewal agreement effective from April 11, 1990* to December 31, 1991, with the increase in base salary rates retroactive to January 1, 1990**, covering 370 Ontario employees, settled at the post conciliation bargaining stage during a work stoppage. Duration of negotiations - 6 months.

* Previous agreement expired December 31, 1989.

** In lieu of retroactivity of the rate differential in overtime and travel time applicable from January 1 to April 10, 1990, the employer will pay \$5,000 to the union for disbursement in accordance with the latter's determination.

Wages: Effective Jan. 1/90
General Increase 6.5%***

Annual Rates

	Minimum	Control Point****	Maximum
PG 1 (Junior Engineer, Recent Graduate)	\$30,270 (\$28,420)		\$36,640 (\$34,400)
PG 6 (Specialist/ Internal Consultant)	\$65,890 (\$61,870)	\$70,850 (\$66,530)	\$77,230 (\$72,520)

Effective Jan. 1/91
General Increase 6.5%***

Annual Rates

	Minimum	Control Point	Maximum
PG 1	\$32,240		\$39,020
PG 6	\$70,180	\$75,460	\$82,250

*** Effective January 1, 1990, all salary grades are increased 6.5%. Effective January 1, 1991, 6.5%. Effective January 1, 1990 and 1991, each employee receives a minimum salary increase of 2.5% and 1.5% respectively. In addition, effective January 1, 1990 and 1991, merit increases total 4% and 5% respectively.

**** For grade PG 1, the control point is the maximum rate. Control points on salary grids are reached in progression increases, which may be supplemented by merit increases. Where applicable, maximum rates beyond the control points are reached on merit.

Shift Premium: 0-\$1.35-\$1.80 (0-\$1.20-\$1.20). Effective August 1, 1990,
0-\$1.50-\$1.80. Effective January 1, 1991, 0-\$1.65-\$2.15.

Overtime Pay:	Time and one-half for up to 7 1/2 hours worked on the first day of rest and double time for hours worked in excess of 7 1/2 hours on the first day, for all hours worked on the second and subsequent days of rest or on a company holiday (new).
Call Back Pay:	Time and one-half for hours worked plus travel time for a minimum of 2 1/2 hours (new).
On-Call Pay:	\$25 per specified period (new).
Severance Pay:	Employees who are laid off in 1990 and 1991 receive one-half day's pay per month of service to a maximum of 25 days' pay and 1 day's pay per month worked after age 45 to a maximum of 65 days' pay (new).
Paid Vacation:	16 days after 6 (8) years of service, 17 days after 7 (9) years, 18 days after 8 (10) years, 19 days after 9 (11) years, 20 days after 10 (12) years, 25 days after 25 (26) years, 27 days after 28 (30) years, 28 days after 30 (32) years, 29 days after 32 (34) years and 30 days after 34 (36) years.
Health and Welfare:	<u>Major Medical and Hospital Care Plan</u> - Employee receives a Medical-Hospital allowance of \$3 per month for single coverage and \$8.50 for family (previously \$40 per month, with OHIP factored in) to offset premiums for the Blue Cross Extended Health Care Plan. Effective January 1, 1991, Medical-Hospital allowance equivalent to 50% of premium costs for Blue Cross Plan. <u>Dental Plan</u> - Effective April 1, 1990, reimbursement for specified restorative services is at the rate of 60% (50%) of the current CDA fee schedule. Effective January 1, 1991, 65% of the CDA fee schedule. All other services are reimbursed at 80% of the CDA (ODA) fee schedule.
Training Allowance:	Employee receives 100% (minimum 75%) reimbursement for tuition fees, textbooks, registration and examination fees relating to job-related courses.

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Atomic Energy Allied Council (CRNL) of Several Unions (AFL-CIO/CLC and CFL): A 22-month renewal agreement effective from June 1, 1990 to March 31, 1992, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 5 days.

Wages:	Effective	<u>Apr. 24/90*</u>	<u>Oct. 1/90</u>
	General Increases	3%	3%
	Group 2 (includes Tool Crib Operator)	\$12.34-\$12.46 (\$11.98-\$12.10)	\$12.71-\$12.84

Group 12 (includes Control Maintainer)	\$18.22-\$18.41 (\$17.69-\$17.87)	\$18.77-\$18.96
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Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
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General Increases	4%	2.5%
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Group 2	\$13.22-\$13.35	\$13.55-\$13.68
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Group 12	\$19.52-\$19.72	\$20.01-\$20.21
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* By agreement, the first year wage increase was made payable the first day of the pay period in which the ratification took place.

Maximum rates are reached as follows: progression to the first step following a probationary period of 55 working days and progression to the second step after 6 months of service at step 1.

Shift Premium: 0-45¢-54¢ (0-42¢-51¢); an additional 57¢ (54¢) per hour for regularly scheduled work on Saturday and \$1.36 (\$1.28) per hour on Sunday. Effective June 1, 1991, 0-48¢-58¢; an additional 60¢ on Saturday and \$1.45 on Sunday. Not applicable for employees on a continuous rotating shift schedule.

Continuous Rotating Shift Premium: 58¢ (55¢) per hour for employees who are scheduled to work a minimum 6 months on a continuous rotating shift. Effective June 1, 1991, 62¢.

Paid Vacation: Employees who have exhausted their vacation credits may be advanced up to 3 days' vacation leave to meet unforeseen emergencies (new).

Health and Welfare: Life Insurance - Employer pays 1/6 of premium costs for a second amount of coverage equivalent to annual earnings. Beginning at age 61, benefit declines by 10% per year until age 70. Employees aged 65 are eligible for a \$500 paid-up benefit without further premium contributions (new).

Semi-Private Hospitalization and Major Medical Care Plan - Employer pays \$4.50 per month for single coverage and \$12 per month for family coverage (previously employer paid 100% of premium costs).

PERSONAL SERVICES

Skyline Airport Tower and Hotel at Etobicoke - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 30/90</u>	<u>Dec. 10/90</u>	<u>May 13/91</u>
	Increases			
	<u>Non-Gratuity</u> <u>Employees</u>	7.13%-12.51%	5%	3.69%-3.72%
	<u>Gratuity</u> <u>Employees</u>	9.13%-10.43%	5%	3.53%-3.60%
	Waiter/ Waitress	\$5.29 (\$4.79)	\$5.55	\$5.75
	Room Attendant (Maid)	\$7.84 (\$7.00)	\$8.24	\$8.54
	Cook I	\$12.01 (\$11.21)	\$12.61	\$13.08
		<u>Oct. 14/91</u>	<u>May 11/92</u>	
	<u>Non-Gratuity</u>	2.93%-3.12%	2.91%-3.07%	
	<u>Gratuity</u>	2.96%-3.02%	2.93%-3.07%	
	Waiter/Waitress	\$5.92	\$6.10	
	Room Attendant	\$8.79	\$9.06	
	Cook I	\$13.48	\$13.88	

Probationary rate 75¢ less.

* April 30, 1990 and December 10, 1990 increases include Pay Equity adjustments.

Probation Period: 45 (60) days worked for new employees.

Overtime Pay (new): Time and one half after 40 hours in one week or 8 hours in one day.

Paid rest Periods (new): One 15 minute break for each 4 hour period.

Reporting Pay: 4 hours work (previously, regular assignment) for employees reporting for work without being notified in advance that no work is available.

Health and Welfare: Group Insurance Program - Effective May 1, 1991, employer contributes 44¢ (41¢) per hour worked by full-time regular employee. Effective May 1, 1992, 47¢ per hour.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Economists and Related Employees (Ind.): A 24 1/2 month renewal agreement effective from April 20, 1990* to May 3, 1992, with wages retroactive to February 16, 1990, covering 1,741 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Previous agreement expired February 15, 1990.

Wages:	Effective	<u>Feb. 16/90</u>	<u>Mar. 25/91</u>
	General	5%	5%
	Increases		
	<u>Annual Rates</u>		
	ES - 2	\$33,636-\$38,151	\$35,318-\$40,059
	5 levels	(\$32,034-\$36,334)	
	ES - 7	\$69,054-\$75,246	\$72,507-\$79,008
	4 levels	(\$65,766-\$71,663)	

Maximum rates are reached on merit.

Paid Vacation: 6 weeks after 30 years of service (new).

Meal Allowance: \$6 (\$5) for 3 or more hours of overtime immediately before or after scheduled work hours and a second meal allowance of \$6 (\$5) for 4 or more additional hours of continuous overtime.

Severance Pay: Retirement - 1 week's pay per year of service (unchanged), prorated for partial year of service (new), to a maximum of 30 (28) weeks' pay.

Death Benefit - 1 week's pay per year of service (unchanged), pro-rated for partial year of service (new), to a maximum of 30 (28) weeks' pay to be paid to employee's estate.

Release for Incompetence - 1 week's pay per full year of service to a maximum of 28 weeks' pay for employees with 10 years of service who are released for incompetence (new).

Treasury Board of Canada - Public Service Alliance (CLC) (Ships' Crews Group - supervisory and non-supervisory employees): A 20-month renewal agreement effective from April 20, 1990 to December 31, 1991, with wages retroactive to January 1, 1988, covering 235 Ontario employees, settled by arbitration. Duration of negotiations - 12 months.

* Previous agreement expired December 31, 1987.

Wages:	Effective*	<u>Jan. 1/88</u>	<u>Mar. 1/89</u>	<u>Apr. 1/90</u>
	General Increases	6.08%	6.08%	6.08%
	<u>Hourly Rates</u> (Eastern employees)			
	DED-1 (Deck employees)	\$11.07 (\$10.44)	\$11.74	\$12.45
	EQO-7 (Equipment operators)	\$14.54 (\$13.70)	\$15.42	\$19.04
		<u>Apr. 20/90</u>	<u>Jun. 1/91</u>	<u>Sept. 1/91</u>
	General Increases	7.84%	4.1%	3.9%
	DED-1 (Deck employees)	\$13.44	\$13.99	\$14.54
	EQO-7 (Equipment operators)	\$19.04	\$19.83	\$20.60

* Eastern - Based Employees.

- Reporting Pay: Minimum 3 hours' pay at the applicable overtime rate.
(Previously minimum 4 hours' at straight time rate.)
- Call-Back Pay: Minimum 3 hours' pay at the applicable overtime rate.
(Previously minimum 4 hours' at straight time rate.)
- Standby Pay: Minimum 3 hours' pay at the applicable overtime rate.
(Previously minimum 4 hours' at straight time rate.)
- Severance Pay: Effective May 17, 1989, maximum 30 (28) weeks in the case of retirement or death.
- Vacation Pay: Effective April 1, 1989, 4 weeks after 8 (9) years, 6 weeks after 30 years (new). Effective April 1, 1990, 5 weeks after 19 (20) years.
- Meal Allowance: \$ 6 (\$5.50) after 3 hours, plus \$6 (\$4.50) for each additional 4 hour period thereafter where meals are not provided by the employer. \$6.50 (\$5.50) for shifts of less than 12 hours and \$9 (\$8) if more than 12 hours where employer is to provide meal but fails to do so.

Security Duty Allowance: \$5 for each 8-hour period, or portion thereof, of continuous security duty. (Previously, 3/10 of 1 hours' pay for each 1/2 hour plus \$2.00 meal allowance.)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC)
(administrative services category): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 7,131 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/90
	General Increase	6.4%
	Additional Adjustment	1.5% for Employment Standards Auditor 1, Instructors 1,2-Ontario Fire College, Fire Safety Officers 1,2,3 and Fire Services Investigators 1,2
	Pay Equity Adjustment	6¢ - \$1.42 per hour for certain classifications*

Weekly Rates

Travel Counsellor 2	\$515.19-\$570.24
36 1/4 hours per week	(\$459.91-\$511.65)
Technical Consultant 1	\$1,011.40-\$1,238.94
Minimum 36 1/4 hours per week	(\$950.56-\$1,164.42)

Maximum rates are reached in annual steps on merit.

* Effective January 1, 1991 and 1992, adjustments of 21¢-\$1.35 and 55¢-\$3.30 respectively.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (correctional services): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 3,254 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 1/90
	General Increase	6.49%
	Correctional Officer 2	\$17.17-\$19.65 (\$16.12-\$18.45)

Trade	\$22.06-\$23.28
Instructor 3	(\$20.72-\$21.86)

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 209 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General Increases	5%	1%
	Grade 2 (Labourer)	\$12.66 (\$12.06)	\$12.79
	Grade 10 (includes Mechanic)	\$15.59 (\$14.85)	\$15.75
	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	5%	1%
	Grade 2	\$13.43	\$13.56
	Grade 10	\$16.54	\$16.70

Shift Premium: Employees designated to start work
 (i) before 6:00 a.m. receive 75¢ (65¢) for each hour worked up to 6:00 a.m.,
 (ii) on or after 10:00 a.m. and before 6:00 p.m. receive 35¢ (30¢) per hour worked in this period,
 (iii) on or after 6:00 p.m. and before 4:00 a.m. receive 40¢ (35¢) per hour worked in this period.
 Effective January 1, 1991, 40¢ per hour between 10:00 a.m. and 6:00 p.m. and 45¢ per hour between 6:00 p.m. and 4:00 a.m..

- Six or more consecutive days - 55¢ (45¢) for each hour worked on the final day of a 6 or 7 consecutive day work schedule and for arena winter start-up operations workers for all hours on the 6th through the tenth consecutive day worked.

Bereavement Leave: 1 day's paid leave upon the death of an aunt or uncle (new).

Paid Time for Medical Appointment: No deduction in pay for the first hour for an employee attending a medical/dental appointment (new).

Health and Welfare: Weekly Indemnity - Employees who are absent due to illness or accident receive regular wages for the first 3 (2) weeks and for an additional 1 1/2 (1) weeks per year of service to a maximum of 17 weeks (unchanged).

Major Medical - \$150 per person per year for treatment by a licenced chiropractor for expenses not covered by OHIP (new).

Vision Care - Effective January 1, 1991, maximum claim is \$200 (\$175) per person every 2 years.

Dental Plan - Coverage for dentures added on a 50%-50% co-insurance basis (new). Maximum lifetime allowance for dentures, orthodontic services, caps and crowns is \$2,000 (\$1,500) per person. Preventive dental service coverage extended to casual employees (new). Effective April 11, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Continuation of Benefits During Unpaid Leave of Absence - Benefit coverage continues for the first 90 days of leave (new).

Meal Allowance: \$5.50 (\$4.50) after 2 hours of overtime.

Safety Shoe Allowance: \$75 (\$70) per year. Effective January 1, 1991, \$80.

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 330 employees, settled at the post-mediation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	5.3%	5.3%
	Labourer	\$14.23 (\$13.51)	\$14.98
	Electronic Technician	\$20.34 (\$19.32)	\$21.42

Paid Vacation: Effective January 1, 1991, 3 weeks after 3 (4) years. 17 days after 7 years, 18 after 8 and 19 after 9 (new).

Supplementary Payment Plan for Maternity/Adoption: Maximum top-up of \$150 bi-weekly while in receipt of UIC for a maximum period of 15 weeks (new).

Paid Paternity/Adoption Leave: 1 day with pay for the birth or adoption of a child and 2 unpaid days for a total of 3 days (previously, 3 unpaid days).

Health and
Welfare:

Life Insurance - Effective June 1, 1990, benefit is 2 (1.5) times basic annual salary rounded to nearest \$500.

Life Insurance for Retirees - Effective June 1, 1990, benefit is 1/2 (1/3) regular annual salary at retirement. Effective June 1, 1990, benefit for new employees is \$10,000.

Vision Care - Effective March 1, 1990, maximum claim is \$150 (\$100) every 24 months.

Dental Plan - Coverage is based on 1990 (1989) fee schedule. Effective January 1, 1991, 1991 ODA fee schedule. Effective May 1, 1990, \$2000 (\$1500) lifetime maximum orthodontic benefit. Effective January 1, 1991, \$2000 (\$1500) for caps and crowns annually.

Meal Allowance: Effective June 1, 1990, \$6.50 (\$5.50) after 2 hours of overtime.

Mileage Allowance: Effective June 1, 1990, 35¢ (30¢) per kilometre.

Addenda

March 1990 Settlement

EDUCATION AND RELATED SERVICES

Wilfrid Laurier University at Waterloo - Wilfrid Laurier University Faculty Association (Ind.): A 40-month first agreement effective from March 7, 1990 to June 30, 1993, covering 282 employees, settled at the conciliation officer stage and ratified in March 1990. Duration of negotiations - 11 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>	<u>July 1/92</u>
General Increases		5%	5%*	5%*
<u>Annual Salary Floors</u>				
Lecturer		\$26,836 (\$25,559)**	\$28,178	\$29,587
Assistant Professor		\$33,872 (\$32,202)**	\$35,566	\$37,344
Associate Professor		\$43,556 (\$41,482)**	\$45,734	\$48,021
Full Professor		\$53,523 (\$50,974)**	\$56,199	\$59,009
Librarian I		\$28,665 (\$27,300)**	\$30,098	\$31,603

Librarian IV	\$42,446 (\$40,425)**	\$44,568	\$46,797
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* An additional increase to equal 1/2 of the annual increase of the Ontario CPI, triggered at 5% and capped at 6%.

** Previous rates shown reflect salary increases of 8% made retroactively for July 1, 1988 and for July 1, 1989 as a result of this settlement.

Career Development Increment:	Up to 4.75% of the floor salaries of Assistant Professor and Librarian II for faculty members and librarians respectively.
Special Career Development Adjustment:	Effective July 1, 1990, \$1,440 (\$1,375) for full-time faculty members employed on a full-time basis from July 1, 1988 to July 1, 1990.
Bereavement Leave:	Up to 5 days' paid leave upon death or illness of a member in the immediate family. Periods longer than 5 days' may be granted by the Dean.
Supplementary Payment Plan for Maternity Leave:	2 weeks at 100% of weekly wage plus an additional 15 weeks at the difference between 95% of weekly wage and UIC benefit.
Paid Paternity Leave:	Up to 5 days' paid leave upon birth of a child.
Paid Adoption Leave:	Up to 17 weeks paid leave in the case of a child under 6 years of age and up to 15 days paid leave in the case of a child over 6 years.
Jury Duty, Crown Witness and Court Attendance Leave:	Summoned or subpoenaed employee receives the full regular salary during the period of required leave.
Paid Sick Leave:	Up to 4 months paid leave.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% of premium costs. <u>OHIP</u> - Employer pays 100% of premium costs. <u>Major Medical</u> - Employer pays 100% of premium costs. <u>Dental Plan</u> - Employer pays 100% of premium costs. <u>Continuation of Benefits</u> - Employer pays 100% of premium costs for major medical and dental plan for retirees and employees in receipt of LTD benefits.

- Pension Plan: Money Purchase Plan - Minimum guarantee benefit is 1.3% of average best 5-year earnings, up to the year's CPP maximum earnings plus 1.9% of average best 5-year earnings in excess of the year's CPP maximum earnings times years of service.
- Early Retirement - Benefit reduced by 2.5/12 of 1% for each month between the early retirement date and the normal retirement date for employee retiring before age 60, and reduced by 1.5/12 of 1% for each month between early retirement and the normal retirement date for employee retiring after age 60.
- Special Early Retirement Incentive Option - Employee aged 60 or more with 20 or more years of service retiring between July 1, 1990 and July 1, 1995, will receive a benefit equal to 50% of his or her reference salary at the time of retirement for each year that the special early retirement precedes age 65. During this period, the employer and retiree will maintain their regular contributions to the pension plan. At age 65, pension benefits will be paid under the normal retirement provision.
- Pension Indexing - Annual adjustments to the minimum guaranteed benefit is equal to the increase in the CPI in the preceding year, to a maximum of 3%.
- Professional Development Allowance: Effective May 1, 1990, \$400 (\$200) per year.
- Transfer Allowance: Effective July 1, 1990, employer will pay 80% of relocation expenses to a maximum of \$3500.
- Travel Fund: Effective May 1, 1990, an annual fund of not less than \$500 multiplied by the number of full-time members will be made available to full-time members in each Department, School, Faculty and Library.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MAY 1990



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in May, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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MINES

Rio Algom Limited at Elliot Lake - Locals 5417 and 5980, United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical employees): Two 15-month renewal agreements* effective from May 28, 1990** to September 1, 1991, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Curtailment Agreement - Extension of previous agreement due to cessation of operations.

** Previous agreement was scheduled to expire September 1, 1990.

Wages: Effective Sept. 1/90

COLA fold-in 56¢

Office/Technical
Monthly Rates

Typist \$2,844
(\$2,747)

Computer Operator \$3,378
(\$3,281)

Instrument Technician I \$3,542
(\$3,445)

Production/Maintenance

Labourer \$17.16
Job Class 3 (\$16.60)

Driller \$19.06
Job Class 13 (\$18.50)

Electrician \$20.39
Job Class 20 (\$19.83)

Previous rates include 69¢ COLA folded in during previous agreement.

COLA: 1¢ per 0.35 point increase in the CPI - 1961=100, using the July 1990 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

Vacation Pay: Local 5417 and Local 5980 - Any unused 1989-90 vacation time will be paid at the appropriate rate. Vacation bonus will be pro-rated for time worked. (Previously, vacation time had to be taken, no pay-out.)

Health and Welfare: Dental Plan - Coverage continues to be based on the ODA fee schedule back-dated 3 years.

Continuation of Benefits - The employer shall maintain employee's benefits for Major Medical, Dental and Life Insurance coverage for 3 months after the month of termination. (Previously, benefits were maintained only to the end of the month of termination.)

Weekly Indemnity and LTD - Any eligible employee whose disability commences before lay-off will continue to receive both weekly indemnity & LTD benefits.

Severance Pay: Employees terminated as a result of the Quirke and Panel Mines closure shall be paid 40 hours base pay (2 days) per year of service, pro-rated for partial years of service.

Retiring Allowance - Terminating employees who receive severance pay and who are not eligible for or do not elect to receive the Special Early Retirement will receive a Retiring Allowance of \$800.

Pension Plan: Special Early Retirement Option - Available to participants who would have met the eligibility requirements as at April 30, 1991. Allowance will be a lump sum equivalent to 40 hours at base rate of pay for each complete year of credited and credited prior service to a maximum of 20 years.

Early Retirement - Employees aged 50 with a minimum of 20 (30) years of service will receive a pension benefit of \$28 per month per year of service under the plan and \$22 per month for each year of credited service with predecessor companies with no reduction for early retirement, to a maximum of 35 years of credited service and credited prior service.

FOOD AND BEVERAGE

Dare Foods Limited, Biscuit Division at Kitchener - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 29, 1990 to May 1, 1993, covering 330 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 29/90</u>	<u>Apr. 28/91</u>	<u>May 3/92</u>
Increases		65¢ or 5.5% whichever is greater	5.5%	5.5%
Additional Adjustments		10¢ for Drivers; 20¢ for Tower Operators	10¢ for Drivers	10¢ for Drivers
Group M (Packer)		\$12.00 (\$11.35)	\$12.66	\$13.36

Group H (includes Service and General Labour)	\$12.30 (\$11.65)	\$12.98	\$13.69
Electro- Technician	\$17.93 (\$17.00)	\$18.92	\$19.96

Note: An unscheduled adjustment of \$1.76 was added to the base rate of Electro-Technicians and \$1.66 to the base rate of Mechanics during the term of the previous agreement.

Hours of Work:	<u>Weekend Shift (new)</u> - 2 X 12 hour shifts, paid as 36 hours. The company will guarantee a minimum shift period of 16 weeks running.		
Shift Premium (Weekend Shift):	37¢ per hour paid for second 12 hour shift (new).		
Paid Rest Periods:	17 and 25 minute breaks (12 and 15 minute breaks and 5 minute washup deleted).		
Paid Holidays:	Effective April 30, 1992, one additional day to be taken between Christmas and New Year's, for a total of 12 (11) days.		
Paid Vacation:	Effective April 30, 1991, 5 weeks after 18 (19) years of service.		
Health and Welfare:	<u>Weekly Indemnity</u> - Employer pays 65% (60%) of premium costs. Effective April 30, 1992, 70%. <u>Vision</u> - Maximum benefit is \$120 (\$100) every 2 years. <u>Dental</u> - Employer pays 75% (70%) of premium costs. Effective July 1, 1990, coverage is based on 1988 (1987) ODA fee schedule. Effective July 1, 1991 and 1992, 1989 and 1991 ODA fee schedules respectively.		
Meal Allowance (Truck Drivers):	\$7 (\$6.50) after 10 net hours on the truck. For overnight trips, \$13.50 (\$12) for supper, \$7 (\$6.50) for breakfast and \$7.50 (\$7) for lunch.		

PRINTING, PUBLISHING AND ALLIED

Eddy Match Company Limited, (previously Wilkinson Sword Canada Inc., Eddy Match Division), at Pembroke - Local 2000*, Carpenters (AFL-CIO/CLC):
A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previously, Local 3175.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Oct. 1/90</u>	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	General Increases	40¢	15¢	30¢	25¢
	Booking Operator	\$9.43 (\$9.03)	\$9.58	\$9.88	\$10.13
	5-Colour Press Operator	\$18.26 (\$17.86)	\$18.41	\$18.71	\$18.96
Shift Premium:	0-25¢-33¢ (0-23¢-28¢) per hour worked. Effective April 1, 1991, 0-30¢-38¢.				
Health and Welfare:	<u>Dental Plan (new)</u> - Effective January 1, 1992, employer pays 100% of premium costs, with annual deductibles of \$25 for single coverage and \$50 for family coverage and 80%-20% co-insurance. Coverage is based on the current ODA fee schedule.				
Safety Shoe Allowance:	\$60 annually for all employees. (Previously, for selected areas only.)				

METAL FABRICATING

Samuel, Son & Co. Limited at Mississauga - Local 6398, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1990 to May 6, 1992, covering 311 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 6/90</u>	<u>May 6/90</u>
	General Increases	70¢	75¢
	Skilled Trades Adjustment	Trades moved up 1 labour grade, except Carpenter	
	Job Class Increment	26¢ (24¢)	28¢
	Group 1 (includes Helper Shipping)	\$13.57 (\$12.87)	\$14.32
	Group 15 (14) (includes Electrician)	\$17.16-\$17.31 (\$15.94-\$15.99)	\$18.19-\$18.24

Maximum rate for Electrician is reached after 4 months.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, above 412.0. Adjusted quarterly. 1¢ per hour diverted to Education Fund. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-35¢-55¢ (0-30¢-50¢). Effective May 6, 1991, 0-35¢-65¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$23,000 (\$22,000). Effective May 6, 1991, \$24,000.

Life Insurance for Retirees (new) - Effective May 6, 1991, benefit is \$3,000 (\$2,500).

Life Insurance for Dependents - Effective May 1, 1991, benefit is \$5,000 (\$4,500) for spouse, \$2,000 (\$500) for child under 1 year and \$2,000 (unchanged) for child between 1 and 21 years.

LTD - Maximum benefit is \$1,000 per month. (Previously, \$200 per week).

Vision Care - Maximum claim is \$120 (\$85) every 2 years.

Hearing (new) - Effective May 6, 1991, maximum claim is \$200 every 3 years per insured person..

Pension Plan: Basic Benefit - \$22 (\$20) per month per year of service. Effective May 6, 1991, \$24.

Early Retirement - Employee aged 64 (65) may retire with accrued entitlement. Effective May 6, 1991, at age 63.

Bridging Benefit (new) - \$5 per month per year of service from age 64 to 65. Effective May 6, 1991, age 63 to 65.

Pension Indexing (new) - Effective May 1, 1991, comparing the March 1991 CPI - 1981=100 to the March 1990 index. Triggered at 4%. Capped at 8%. 50% of the difference between 4% and the actual percentage increase. Guaranteed 1% increase per year of current benefit. Effective May 1, 1992, comparing the March 1992 index to the March 1991 index.

Survivor Benefit (new) - \$350 per month for spouse and \$125 per month per child to age 21.

Meal Allowance: \$5 (\$4.50) after 4 or more hours of overtime. Payable if overtime is cancelled (new).

Safety Shoe Allowance: Varies according to work or location. Ranging from \$30 (\$25) for new employees to \$66 (\$60) for maintenance employees.

Education Fund: Employer contributes \$3,500 to a joint union/management fund (unchanged). Effective May 6, 1991, a further \$3,500.

MACHINERY

Canadian Blower/Canada Pumps Limited at Kitchener - Local 3534, United Steelworkers (AFL-CIO/CLC) (production employees): A 12-month renewal agreement effective from April 16, 1990 to April 15, 1991, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 16/90</u>
	Average Increase	5.5%
	Job Class Increment	27.5¢ (23.5¢)
	Job Class 3 (Material Handler)	\$12.72 (\$12.25)
	Job Class 19 (Electrician)	\$17.12 (\$16.01)

Health and Welfare: Life Insurance and AD&D - Benefit is \$20,000 (\$19,000).
Retirees Life Insurance - Benefit is \$3500 (\$3100).
Weekly Indemnity - Coverage starts on the first day of hospitalization. Maximum benefit is \$450. (Previously, no maximum benefit.)

Dental Plan - Coverage is based on the 1988 (1987) ODA fee schedule.

Vision Care - Maximum claim is \$145 (\$135) every 2 years.

Pension Plan: Basic Benefit - \$18.50 (\$17) per month per year of service.

Safety Shoe Allowance: \$75 (\$70) per year.

TRANSPORTATION EQUIPMENT

D & C Roussy Industries Ltd. at London - Local 27, Canadian Auto Workers (CLC):
 A 36-month first agreement effective from May 27, 1990 to May 31, 1993, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
	General Increases	25¢	20¢	20¢
	COLA Fold-in	50¢*		
	Skilled Trades Adjustment	25¢		
	Painter	\$13.94 (\$13.19)	\$14.14	\$14.34
	Electrician	\$16.21 (\$15.21)	\$16.41	\$16.61

* Folded into wages on May 27, 1990.

COLA: 90¢ was generated prior to this agreement. 50¢ was folded into the rates on May 27, 1990 and 40¢ continues to float. 1¢ per .143 point increase in the CPI - 1981=100, using the May 1990 index as the base. Adjusted quarterly and no cap. Effective June 1, 1990, 1¢ per quarter for 4 quarters is diverted to offset the costs of the drug plan.

Shift Premium: Effective June 1, 1990, 0-45¢-65¢.

Lead Hand Premium: 50¢ per hour above regular rate.

Overtime: Time and one-half for all hours worked after 8 hour shift and Saturday. Double time for Sunday and holidays.

Paid Holidays: 9 days. Effective June 1, 1990, an additional floating day added during the Christmas break for a total of 10 days. Effective June 1, 1991 and 1992, 11 and 12 respectively.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years, and 4 weeks after 13 years.

The following changes are effective June 1, 1990 unless otherwise stated.

Health and Welfare: Life Insurance and AD & D - Employer pays 100% of premium costs. Benefit is \$20,000.

Weekly Indemnity - Employer pays 100% of premium costs. Benefit is 60% of regular earnings up to the UIC maximum. Benefit is payable on a 1/1/8/26 basis. Coverage extended to first day out patient.

Semi-Private Hospitalization - Employer pays 100% of premium costs.

Drugs - Employer pays 100% of premium costs with a deductible of 35¢ per prescription.

Vision - Employer pays 100% of premium costs. Maximum claim is \$120 every 2 years.

Dental - Employer pays 100% of premium costs. Coverage continues to be updated each June 1 to the ODA fee schedule 2 years behind the current year. 80%-20% co-insurance. Effective May 1, 1991, 90%-10%. Effective May 1, 1992, co-insurance factor is deleted.

Pension Plan: Employer Contribution - 10¢ per hour to a maximum of 40 hours per week matched by employee contribution towards a Group Retirement Savings Plan.

Shoe Allowance: Effective January 1, 1990, maximum is \$30 per year. Effective January 1, 1991 and 1992, \$35 and \$40 respectively.

Siemens Automotive Limited, previously Allied Automotive, Bendix Electronics Limited at Chatham - Local 127, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from August 22, 1990 to August 21, 1993, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 22/90</u>	<u>Aug. 22/91</u>	<u>Aug. 29/90</u>
COLA Fold-in		\$1.58		
Skilled Trades Adjustment		20¢	10¢	10¢
Lead Hand Adjustment		18¢		
Additional Adjustments	Incentive rates removed. Restructuring of the wage schedule, some classification adjustments			
Labour Grade 1 (includes Assembler)		\$16.89 (\$15.31)	\$16.89	\$16.89
Labour Grade 5 (includes Electrician)		\$19.60 (\$17.82)	\$19.70	\$19.80

COLA: 1¢ per 0.30 point increase in the CPI - 1971=100, using the June 1990 index as the base. Adjusted quarterly. 1¢ per quarter diversion to offset benefit costs. (Previous formula similar except no adjustment.)

Health and Welfare: The following benefits are effective September 1, 1990, unless stated otherwise.

Life Insurance - Benefit is \$30,000 (\$26,000). Effective September 1, 1991 and 1992, \$31,000 and \$32,000 respectively.

Life Insurance for Retirees - Benefit is \$5,000 (\$4,000).

AD & D - Benefit is \$15,000 (\$13,000). Effective September 1, 1991 and 1992, \$15,500 and \$16,000 respectively.

Major Medical - Maximum claim is \$2,500 (\$1,000) per year and \$25,000 (\$10,000) lifetime.

Vision Care - Maximum claim is \$110 (\$80) every 2 years.

Dental Plan - Maximum lifetime orthodontic claim is \$1,250 (\$1,000).

Pension Plan: Basic Benefit Per Month Per Year of Service/Normal Retirement -

January 1, 1991, \$26 (\$22)	January 1, 1994, \$30
January 1, 1992, \$28	January 1, 1995, \$31
January 1, 1993, \$29	January 1, 1996, \$32

Early Retirement "30-and-out" Special Allowance - Total monthly benefit.

January 1, 1991, \$1,505 (\$1,205)	January 1, 1994, \$1,175
January 1, 1992, \$1,575	January 1, 1995, \$1,785
January 1, 1993, \$1,645	January 1, 1996, \$1,875

Current Retirees/Surviving Spouse - Effective January 1, 1991 to 1996 increase benefits by \$1 per month per year of service in each year respectively.

Supplemental Benefit - Effective January 1, 1991, \$18 (\$15) per month per year of service.

Pension Indexing - Effective January 1, 1991, indexing at 80% of the CPI, to a maximum of 5% of basic benefit/normal retirement for past and current retirees.

Safety Shoe Allowance: Maximum \$150 (\$100) during the term of the contract.

SUB: SUB Funding - Employer contributes 28¢ (27¢) per hour worked depending on market value of trust fund assets. Effective August 22, 1991 and 1992, 29¢ and 30¢ respectively.

Regular Weekly Benefit - Maximum \$150 (\$120) for any week of lay-off for employee not eligible for UIC.

Depletion of Credits - Credit units reduced by one for each week in receipt of regular/short work week benefit, regardless of funding level for employee with 20 or more years of service. (Previously, varied depending on years of seniority and funding level.)

ELECTRICAL PRODUCTS

Hawker Siddeley, Fasco Motors Limited Division, previously Electrohome Limited at Cambridge - Local 1986, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1990 to May 31, 1993, covering 225* employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Includes 40 employees on lay-off.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
COLA		\$1.35		
Fold-in				
General		30¢	25¢	25¢
Increases				
Skilled Trades		15¢;	12¢	12¢
Adjustments		additional		
		25¢ for		
		Electrician		
Additional		35 (49)		
Adjustments		Classifications		
<u>Job Rates</u>				
Assembler		\$10.97	\$11.22	\$11.47
		(\$9.32)		
Master		\$16.56	\$16.93	\$17.30
Electrician		(\$14.51)		

Lump Sum Settlement Pay: \$100 per active employee.

COLA: \$1.45 was generated under previous agreements, \$1.35 is folded into wages and 10¢ continues to float.

1¢ per 0.150 point change in the CPI - 1981=100, using April 1990 as the base. Effective in the second and third contract years, April 1991 and 1992 respectively. Adjusted quarterly. No diversions. Effective in the second and third contract years, 1¢ per 0.145 point change and 1¢ per 0.140 point change respectively. (Basic formula is unchanged).

Shift Premium: 37¢ (35¢) per hour worked from 10:00 a.m. but before 3:00 p.m..
44¢ (42¢) per hour worked from 3:00 p.m. but before 11:00 p.m..
49¢ (47¢) per hour worked from 11:00 p.m. but before 4:00 a.m..
Effective June 1, 1991, 39¢, 46¢, 51¢ respectively. Effective June 1, 1992, 41¢, 48¢, 53¢ respectively.

Paid Vacation: 4 weeks after 10 (11) years of service.

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$15,000).
Effective June 1, 1991 and 1992, \$18,000 and \$20,000 respectively.

Vision Care - Maximum claim is \$110 (\$100) per person every 2 years. Effective June 1, 1991, \$120.

Dental Plan - Coverage continues to be updated each June 1 to the ODA fee schedule 2 years behind the current year.

Pension Plan: Basic Benefit - Effective June 1, 1991, \$17 (\$16) per month per year of service. Effective June 1, 1992, \$18.

Prescription Safety Glasses: \$110 (\$100) every 24 months. Effective June 1, 1991, \$120.

Safety Shoe Allowance: Maximum \$45 per year for safety shoes (unchanged) and safety boots (new). Effective June 1, 1991 and 1992 respectively, \$50 and \$55 respectively.

Tool Allowance: Effective June 1, 1991, \$195 (\$190) per year. Effective June 1, 1992, \$200.

Federal Pioneer Limited at Toronto - Local 521, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from November 1, 1989 to October 31, 1991, covering 550 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/89</u>	<u>Nov. 1/90</u>
General Increases		5.3%	5%
COLA Fold-in*		7¢	
Additional Adjustments		Spray Painter Grade 10 to Grade 11	
Labour Grade 2 (Inspection/ Assembler)		\$12.33-\$13.32 (\$11.64-\$12.58)	\$12.95-\$13.99
Labour Grade 17 (includes Plant Electrician)		\$18.62-\$19.92 (\$17.62-\$18.85)	\$19.55-\$20.92

Maximum rates are reached after 12 months.

* Folded in May 18, 1990.

COLA: 1¢ per 0.35 point increase in the CPI - 1981=100, using the October 1989 index as the base. Triggered at 5.3% in the first year and 5% in the second year. Adjusted monthly. (Previously triggered at 4% annually.)

Shift Premium: 0-50¢-50¢ (0-45¢-45¢). Effective November 1, 1990, 0-55¢-55¢.

Safety Monitor Premium: 25¢ (15¢) per hour above regular rate.

Health and Welfare: Weekly Indemnity - Effective June 1, 1990, payable on a 1-1-4-26 (1-1-7-26) basis. Includes first day out-patient surgery (new).

Pension Plan: Employer Contribution - 46¢ (39¢) per hour paid. Effective November 1, 1990, 53¢.

Severance Pay: 2 weeks' pay for employee with less than 5 years of service who is terminated due to contracting out, technological change or relocation of all or part of plant operations. 1 week's pay per year of service in addition to that required by the Employment Standards Act for employee with 5 or more years of service (new).

Ferranti-Packard Transformers Limited at St. Catharines - Local 5788, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 27, 1990 to February 27, 1993, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	May 27/90	Feb. 24/91	Feb. 23/92
General Increases		78¢	25¢	
COLA Fold-in		43¢		
Skilled Trades Allowance		5¢-40¢ depending on Job Class		
Job Class 7 (includes Insulation Cutter)		\$15.33 (\$14.12)	\$15.58	\$15.58
Job Class 20 (includes Refrigeration Electrician)		\$18.23 (\$16.72)	\$18.48	\$18.48

COLA: 43¢ generated under previous agreements, is folded into wages leaving no float.

COLA Advance - Effective February 24, 1991, 40¢. Effective February 23, 1992, an additional 60¢.

Effective February 24, 1991, 1¢ per 0.32 point increase in the CPI - 1971=100, using the February 1991 index as the base. Adjusted quarterly with the first adjustment in June 1991. (Basic formula is unchanged.)

Health and Safety: Life Insurance and AD & D - Effective June 1, 1990, benefit is \$20,000 (\$18,500). Effective March 1, 1991, \$21,500. Effective March 1, 1992, \$23,000.

LTD - Effective June 1, 1990, maximum benefit is \$270 (\$260) per week. Effective March 1, 1991 and 1992, \$280 and \$290 respectively.

Semi-Private Hospitalization - Effective June 1, 1990, \$40 (\$30) per day. Effective March 1, 1991 and 1992, \$45 and \$50 respectively.

Dental Plan - Effective June 1, 1990, coverage continues to be based on the previous years' ODA fee schedule.

Pension Plan: Basic Benefit - Effective June 1, 1990, \$19 (\$18) per month per year of service. Effective March 1, 1991 and 1992, \$20 and \$25 respectively.

Schlumberger Industries, Electricity Division-Canada, previously Sangamo Canada Division at Toronto - Lodge 1755, Machinists (AFL-CIO/CLC) (production, maintenance and shipping employees): A 24-month renewal agreement effective from March 31, 1990 to March 30, 1992, covering 243 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 31/90	Mar. 30/91
	Average	6%	6%
	Increases		
	Labour Grade 10 (includes Assembler Bench)	\$10.26-\$10.90 (\$9.61-\$10.19)	\$10.95-\$11.65
	Labour Grade S1 (includes Electrician Maintenance)	\$15.31-\$16.27 (\$14.66-\$15.56)	\$16.00-\$17.02

Maximum rates are reached after 12 months.

Shift Premium: 0-55¢-55¢ (0-45¢-50¢).

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (\$17,000). Effective March 30, 1991, \$22,000.

Retirees Life Insurance - Benefit is \$7,000 (\$6,000) for employees retiring after March 30, 1990.

Safety Glasses Allowance: Maximum \$105 (\$100) per year. Effective March 30, 1991, \$110.

Safety Shoe Allowance: Maximum \$70 (\$65) per year. Effective March 31, 1991, \$75.

Tool Allowance: \$200 (\$115) per year for designated employees.

Westinghouse Canada Inc. and Westinghouse Motor Company Canada Ltd. at Hamilton - Local 504, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 23, 1990 to April 22, 1993, covering 636 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 23/90</u>	<u>Apr. 23/91</u>	<u>Apr. 23/92</u>
COLA Fold-in		96¢		
Increases		55¢-71¢	27¢	20¢
Skilled Trades Adjustements		22¢	14¢	12¢
Labour Grade 3 (Labourer)		\$14.376 (\$12.836)	\$14.646	\$14.846
Labour Grade 14 (Tool & Die Maker)		\$16.434-\$18.26 (\$14.924-\$16.37)	\$16.803-\$18.67	\$17.091-\$18.99

COLA: .96¢ generated under previous agreements is folded into wages leaving no float.

1¢ per 0.135 point change in the CPI - 1981=100, using the June 1990 index as the base. One quarterly adjustment in the first contract year, three in the second year and four in the third year. Effective January 1993, 1¢ per 0.130 point change in the CPI. (Previously, 1¢ per 0.32 point increase in the CPI-1971=100.)

Shift Premium: 0-55¢=55¢ (0-50¢-50¢).

Paid Vacation: Effective April 23, 1991, 6 weeks after 29 (30) years of service. Effective April 23, 1992, 3 weeks after 4 (5) years.

Health and Welfare: AD & D - Maximum benefit is \$20,000 (\$15,000).

Vision Care - Maximum claim is \$90 (\$75) every 2 years.

Dental Plan - Coverage is based on the previous years' ODA fee schedule. Maximum benefit is \$1,250 (\$1,000) per year.

Pension Plan: Basic Benefit - \$20.75 (\$18.75) per month per year of service. Effective April 23, 1991, \$21.75. Effective April 23, 1992, \$23.25.

Bridging Benefit - \$11.75 (\$11.50) per month per year of service. Effective April 23, 1992, \$12.00.

Early Retirement Bridging Benefit - In the event of plant closure, eligible employee who retires before age 60 receives \$9.50 (8.50) per month per year of service offset by any other benefit.

Vesting (new) - After 2 years of service.

Safety Shoe Allowance: Effective April 23, 1991, \$55 (\$50) per year. Effective April 23, 1992, \$60.

Layoff Assistance Plan: Maximum benefit is \$384 (\$318) per week.

Cooper Industries (Canada Inc.), Crouse-Hinds E.C.M. Division at Toronto - Local 124, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 12, 1990 to March 11, 1992, covering 260 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 12/90	Mar. 11/91
General Increases		6%	5%
Skilled Trades Adjustment		25¢	
Machine Operator		\$11.52 (\$10.87)	\$12.10
Electrician		\$18.85 (\$17.55)	\$19.79

Shift Premium: 0-31¢-31¢ (0-26¢-31¢). Effective March 11, 1991, 0-35¢-35¢.

Health and Welfare: Life Insurance and AD & D - Effective April 1, 1990, benefit is \$22,000 (\$21,000). Effective April 1, 1991, \$23,000.

Weekly Indemnity - Effective June 1, 1990, benefit is \$300 (\$290). Effective April 1, 1991, \$310.

Vision Care - 50% (unchanged) of cost to a maximum claim of \$100 (\$50) per family member every 2 years.

Dental Plan - Effective June 1, 1990, coverage is based on the 1990 ODA fee schedule. Effective April 1, 1991, the 1991 ODA fee schedule.

Safety Shoe Allowance: Varies by classification and department; ranges from \$60 (\$50) towards the purchase of one pair per year to 80% of cost to a maximum of \$80 (\$70) per pair for up to 3 pairs per year.

UCAR Carbon Canada Inc. at Welland - Local 523, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 1, 1990, to April 1, 1993, covering 360 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/90	Apr. 1/91	Apr. 1/92
Implement Job Evaluation Program		Cost 0.8%		

General Increases	4%	4.5%	4%
Yard Labourer	\$16.02 (\$15.08)	\$16.74	\$17.41
Electrician A	\$19.50 (\$18.69)	\$20.38	\$21.20
Shift Premium:	0-40¢-60¢ (0-40¢-45¢).		
Saturday Premium:	Time and one quarter of the regular rate. (Previously, \$3 per hour.)		
Bereavement Leave:	5 (3) days' paid leave upon death of mother or father.		
Crown Witness Leave: (new)	Employee receives the difference between regular wages and fees received.		
Health and Welfare:	<p><u>Weekly Indemnity</u> - Benefit is payable for a maximum of 52 (36) weeks.</p> <p><u>LTD (new)</u> - Effective April 1, 1992, employer pays 50% of premium costs. No other details at this time.</p> <p><u>Extended Health Care</u> - Effective January 1, 1991, deductibles are eliminated.</p> <p><u>Vision Care (new)</u> - Maximum claim is \$100 every 2 years. Effective April 1, 1992, \$150.</p> <p><u>Dental Plan</u> - Effective April 1, 1991, orthodontic coverage for dependent children to age 21, with a lifetime maximum of \$1,500 per child. Effective January 1, 1992, coverage is based on the 1991 (1987) ODA fee schedule.</p>		

NON-METALLIC MINERAL PRODUCTS

Consumers Glass Co. Ltd., (previously Domglas Inc.) at Hamilton - Local 203G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC) (production and maintenance employees): A 36-month renewal agreement effective from March 29, 1990 to March 28, 1993, covering 504 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 29/90</u>	<u>Mar. 29/91</u>	<u>Mar. 29/92</u>
	General Increases	52¢	69¢	73¢
	COLA Fold-in	5¢		

Additional Adjustments	Minor restructuring of wage schedule
Skilled Trades	50¢ for Grade 10 and above in plant and for Milling Machine Operator and above in Mould Design and Manufacture

Hamilton
Factory
Continuous
Shift Schedule

Group I (includes Cleaner- Light Labour)	\$11.22-\$12.35 (\$10.65-\$11.78)	\$11.91-\$13.04	\$12.64-\$13.77
Group XVI (Stationary Engineer, 3rd Class)	\$14.34-\$16.24 (\$13.27-\$15.17)	\$15.03-\$16.93	\$15.76-\$17.66

Maximum rate for Group I is reached after 6 months and after 2 years for Group XVI.

COLA: 1¢ per 0.35 point rise in the CPI - 1971=100, using the January 1990 index as the base. In the second and third years of the contract, January 1991 and January 1992 respectively. Triggered at 5% annually. Adjusted quarterly. No fold-ins during the term of this agreement (previously, folded in annually). Basic formula is unchanged.

Paid Rest Period: Two 15 (10)-minute rest periods.

Vacation Pay: 4.5% (4%) after 1 year of service, 6.5% (6%) after 5, 9% (8%) after 11, 11% (10%) after 20, and 13% (12%) after 29.

Health and Welfare: Dental - Plan is extended to include 100% coverage for routine and major restorative services and 50%-50% co-insurance for various dental procedures (inlays, gold fillings, crowns, etc.) (new). Effective April 1, 1990, coverage is based on the 1989 (1986) ODA fee schedule. Effective April 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective January 1, 1990, \$22 (\$18.50) per month per year of pensionable service credited since January 1, 1965. Effective January 1, 1991 and 1992, \$23 and \$24 respectively.

Safety Shoe Allowance: Maximum \$40 (\$28) per pair.

Tool Allowance: \$110 (\$85) per year, based on tool value of \$200 (\$175).

CONSTRUCTION

Labourers Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, Ontario Masonry Contractors Association, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario, Concrete Floor Contractors Association of Ontario, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 11,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases		
	Toronto (Local 506)	\$2	\$2
	All other areas	\$1.50	\$1.50

MASTER PORTION

General Labourer, Local 527, Prescott	\$22.37 (\$20.87)	\$23.87
Group A, Labourer, Local 506, Toronto	\$26.15 (\$24.15)	\$28.15

B. ONTARIO MASONRY CONTRACTORS APPENDIX (ALL LOCALS)

MASONRY TENDER

Local 97, Peterborough	\$22.37 (\$20.87)	\$23.87
Local 506, Toronto	\$26.26 (\$24.26)	\$28.26

C. CONCRETE FLOOR CONTRACTORS ASSOCIATION OF ONTARIO

CEMENT MASON

Local 837, Niagara and Hamilton	\$25.46 (\$23.96)	\$26.96
Local 506, Toronto	\$27.38 (\$25.38)	\$29.38

D. WATERPROOFING CONTRACTORS APPENDIX

JOURNEYMAN

Local 506, Toronto	\$27.20 (\$25.20)	\$29.20
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Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and training funds.

Waterproofing Premium: Journeyman Waterproofer receives a minimum \$1.15 (75¢) per hour. Effective May 1, 1991, \$1.50. Where 5 (6) or more waterproofer are working at one site there will be a foreman at \$1.50 (\$1) minimum per hour over the current Journeyman's rate. Swing scaffold, suspended scaffold or boson's chair work premium is \$1.75 (\$1.50) per hour.

Shift Premium: Local 506, Toronto - 0-\$2.35-\$2.90 (0-\$2.25-\$2.75). Effective May 1, 1991, 0-\$2.50-\$3.

Local 1036, Sault Ste. Marie - 0-\$1.20-\$1.20 (0-\$1-\$1).

Refractory Premium (new): Local 1036 - 15¢ per hour over the rate of Bricklayer Labourer for refractory work.

Overtime Pay: Local 247, Kingston - Double the regular rate after 1 (2) hours of overtime.

Reporting Pay: Cement Finishers - Employee reporting for work and finding no work, for reasons other than inclement weather, receives 4 (2) hours pay.

Travel and Board Allowance: Cement Finishers - Zone 2 parking is \$6.50 (\$6) per day. Effective May 1, 1991, \$7. Outside zone 2 mileage allowance is 20¢ (18¢) per kilometre. Board allowance is \$45 (\$40) per day. Effective May 1, 1991, \$50.

Local 506, Toronto and Simcoe (new) - Board allowance as reported above.

Local 247 - 28¢ (22¢) per kilometre. Effective May 1, 1991, 32¢. Board allowance is \$45 (\$38) per day when working overnight beyond 50 kilometres (30 miles) from Kingston City Hall.

Local 491, Timmins - 35¢ (32¢) per mile. Effective May 1, 1991, 39¢. Board allowance is \$33 (\$30) per day. Effective May 1, 1991, \$36.30.

Local 527, Ottawa - Meal allowance after 5 hours overtime is \$8 (\$5.39). Board allowance is \$27 (\$20.80) per day. Local 527, Cement Finishers mileage allowance is 35¢ (32¢), board allowance outside the 15-mile radius is \$27 (\$23.10) per day and out-of-town allowance is \$35 (\$30) per day.

Local 597, Oshawa - 26¢ (23¢) per kilometre. Effective May 1, 1991, 28¢.

Local 607, Thunder Bay - 44¢ (42¢) per mile. Effective May 1, 1991, 46¢. Board allowance for employee who resides within 25 miles of the project is \$26 (\$24) per day; \$55 (\$50) per day beyond 100 miles from home. Effective May 1, 1991, \$28 and \$60 respectively.

Local 625, Windsor - Mileage allowance within 20-mile limit is \$6 (\$5.37) per day. Outside 20-mile limit is \$8.35 (\$7.68) per day. Board allowance is \$35 (\$30) per day.

Local 625, Chatham - Mileage allowance outside the 10-mile limit is \$5.50 (\$4.89), outside 20-mile \$8.30 (\$7.68) per day. Travel outside Kent County - 29¢ (27¢) per mile.

Local 837, Niagara - Travel expenses same as those negotiated for Carpenters except the radius will be 30 (20) kilometres.

Local 1036, Sault Ste. Marie - 28¢ (22.3¢) per kilometre. Board allowance is \$44 (\$40) per day. Effective May 1, 1991, \$48.

Local 1059, London - 30¢ (28¢) per kilometre. Effective May 1, 1991, 32¢. Board allowance is \$55 (\$42).

Local 1081, Cambridge - Travel allowance is \$16.85 (\$16.05) per day. Effective May 1, 1991, \$17.70. Board allowance is \$40 (\$31.10).

Local 1089, Sarnia - Board allowance is \$45 (\$19.06) per day. Effective May 1, 1991, \$50.

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 183 Labourers (AFL-CIO) and Local 230 Teamsters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	May 7/90	Nov. 1/90
Increases:			
Labourer 2		\$2.48	
Labourer 1		\$1.54	28¢
Teamsters		\$1.52	50¢
Additional Adjustment		30¢ for Teamsters Float Driver	

Labourers

Labourer 2 (includes un- skilled labour)	\$23.37 (\$20.89)	\$23.37
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Labourer 1 (includes skilled labour)	\$24.19 (\$22.65)	\$24.47
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Teamsters

Class 1 (includes truck driver)	\$23.25 (\$21.93)	\$23.74
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Class 5 (includes float driver)	\$23.96 (\$22.31)	\$24.46
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Effective	<u>Jan. 1/91</u>	<u>May 1/91</u>
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Increases:	20¢ to Pension	
Labourer 2		\$1.83
Labourer 1		\$2.38
Teamsters		\$2.02

Labourers

Labourer 2	\$23.57	\$25.40
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Labourer 1	\$24.67	\$27.05
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Teamsters

Class 1	\$23.94	\$25.96
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Class 5	\$24.66	\$26.68
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Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and training funds.

Shift Premium: \$1.25 (\$1) per hour worked. Effective May 1, 1991, \$1.75.
(Local 183)

Working foreman Premium: \$1.00 (65¢) above the highest hourly rated employee being supervised.

Welfare Fund: Employer contributes 85¢ (\$1.25) per hour worked.

Pension Fund: Labourers - Employer contributes \$1 (80¢) per hour worked.
Effective January 1, 1991, \$1.20.

Teamsters - Employer contributes \$1.10 (90¢). Effective November 1, 1990 and January 1, 1991, \$1.30 and \$1.50 respectively.

Training Fund: Labourers - Employer contributes 12¢ (14¢) per hour worked. Effective May 1, 1991, 14¢.

Teamsters (new) - 2¢ effective May 1, 1990. Effective May 1, 1991, 4¢.

Board Allowance: \$50 (\$45) per day to a maximum of \$225 (unchanged) per week when (Labourers 183) overnight stay is required. Effective May 1, 1991, \$55.

Mileage Allowance: 30¢ (28¢) per km.
(Labourers 183)

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	May 7/90	Nov. 1/90	May 1/91
	Increases	\$1.50		\$2.00
	Additional Adjustments	Some job classification adjustments	50¢ to Pension	
	Class 8 (Includes Grader Rollerman)	\$23.00 (\$21.49)	\$23.50	\$25.51
	Class 1 (Includes Backhoe Operator A)	\$26.30 (\$24.79)	\$26.80	\$28.81

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, training and pension funds.

Welfare Fund: Employer contributes 80¢ (75¢) per hour worked. Effective May 1, 1991, employer contributes 85¢ per hour worked.

Pension Fund: Effective November 1, 1990, employer contributes \$1.80 (\$1.30) per hour worked.

Training Fund: Effective May 1, 1991, employer contributes 17¢ (15¢) per hour worked.

National Capital Road Builders Association at Ottawa - Local 793, International Operating Engineers (AFL-CIO/CFL), Local 527, Labourers (AFL-CIO) and Local 91, Teamsters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1990, covering 1,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>	<u>Nov. 1/91</u>
	Increases:				
Labourers	89¢-\$1.12		20¢	66¢-\$1.53	10¢
Teamsters	\$1.22-\$1.26			\$1.29-\$1.33	
Operating Engineers	\$1.09-\$1.43		5¢-23¢ for Categories 1,2,4,9,10 and 11	84¢-\$1.47	
<u>Teamsters</u>					
Single Axle Truck Driver	\$19.14 (\$17.78)			\$20.43	
Floats(Low Bed) over 25 tons	\$19.42 (\$18.18)			\$20.73	
<u>Operating Engineers</u>					
Oilers	\$18.54 (\$17.33)			\$19.84	
Shaft Hoist Operator	\$21.68 (\$20.59)			\$23.63	
<u>Labourers</u>					
Labourer (includes Asphalt Shovelman)	\$19.13 (\$18.01)	\$19.33	\$20.29	\$20.39	
Miner	\$20.11 (\$19.00)	\$20.31	\$21.76	\$21.86	

The following provisions apply to Labourers only.

Shift Premium: 0-\$1.19-\$1.19 (\$1.12-\$1.12). Effective May 1, 1991, 0-\$1.26-\$1.26. (Shift Premium is new to the agreement but previous policy existed.)

Overtime Pay:	Effective November 1, 1990, employees working in Ottawa, Gloucester and Nepean receive overtime pay at time and one-half the regular rate after 12 hours per day (new). Snow removal on a statutory holiday will be paid at time and one-half the regular rate (new).
Bereavement Leave (new):	One day's paid leave at the rate of \$125 per day, upon death of parent, spouse, child, brother or sister. Effective May 1, 1991, 2 days.
Living and Travel Allowances:	Increased by 7%. Effective May 1, 1991, increased by 7%. Employee required to drive own vehicle to work site is provided parking space or payment for same (new).
Meal Allowance:	Employee required to work 2 or more hours beyond the second meal period receives a meal costing not less than \$6 (\$5) and not more than \$9 (\$8).
Tool Allowance:	Maximum \$25 per month for Mechanics (new).
Layoff Notice (new):	Employee receives 4 hours notice of layoff or 4 hours pay.

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 800 employees, settled at the post-mediation bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>May 7/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>
General Increases		\$1.52	49¢	\$2.02
<u>Open Cut Work</u>				
Serviceman on* Self-propelled Roller		\$23.17 (\$21.65)	\$23.66	\$25.68
Crane Operator		\$26.98 (\$25.46)	\$27.48	\$29.50

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension.

* Certain classifications receive 85% of above wage rates north of highway 88 in Simcoe County.

75% (new) of above wage rates for:

Servicemen on shovels, compressors, pumps, boom truck drivers, operators of 5 or more heaters, packer with blade and self propelled rollers.

Welfare Fund: 80¢ (75¢) effective May 7, 1990. Effective May 1, 1991, 85¢.

Pension Fund:	\$1.25 (\$1.10) effective May 7, 1990. Effective May 1, 1991, \$1.40.
Training Fund:	15¢ (13¢) effective May 7, 1990. Effective May 1, 1991, 17¢.
Shift Premium:	0-\$1.25-\$1.25 (0-\$1-\$1) for open cut work. Effective May 1, 1991, 0-\$1.75-\$1.75. 0-\$1.95-\$1.95 (0-\$1.70-\$1.70) for tunnel work effective May 7, 1990. Effective May 1, 1991, 0-\$2.45-\$2.45.
Compressed Air Premium:	\$15 (\$14.50) from 1 to 14 lbs., \$19.50 (\$18) from 15 to 20 lbs., \$23.50 (\$22) for 21 lbs. and \$2 (\$1.50) per lb. over 21 lbs.

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 183, Labourers and Local 230, Teamsters (AFL-CIO): A 24-month renewal agreement effective from May 7, 1990* to April 30, 1992, covering 1,200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

* Previous agreement expired April 30, 1990.

Package:	Effective	<u>May 7/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>
Increases		70¢-\$1.59	30¢-53¢	\$1.55-\$2.64
Open-Cut and Tunnel Work				
<u>Labourers</u>				
<u>Local 183</u>				
Labourer (open-cut)		\$23.41 (\$22.26)	\$23.85	\$25.77
Miner (tunnel work)		\$27.02 (\$25.57)	\$27.55	\$30.45
<u>Teamsters</u>				
<u>Local 230</u>				
Dump Truck Driver (open-cut)		\$24.14 (\$22.60)	\$24.61	\$26.81
Fuel Truck Driver (tunnel work)		\$24.25 (\$22.71)	\$24.72	\$26.92

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, industry and training funds.

Note: Employer's contribution to OHIP, welfare and pension funds has been restructured upon implementation of the Employer's Health Levy.

Shift Premium: Regular Shift - 0-75¢-75¢ (0-50¢-50¢). Effective May 1, 1991, 0-\$1.25-\$1.25.

Compressed Air Shift - \$2 (\$1.75). Effective May 1, 1991, \$2.50.

Underground Premium: Deleted. (Previously \$1 per hour.)

Compressed Air Premium: \$15 (\$14) for 1-14 lbs, \$19.50 (\$17.50) for 15-20 lbs, \$23.50 (\$21.50) for 21 lbs and \$2 (\$1) per lb thereafter. Effective May 1, 1991, \$16 for 1-14 lbs.

Welfare Fund: Effective January 1, 1990, employer contributes 85¢ (\$1.25) per hour worked.

Pension Fund: Labourers Local 183 - Effective January 1, 1990, employer contributes \$1 (80¢) per hour worked. Effective January 1, 1991, \$1.20.

Teamsters Local 230 - Effective January 1, 1990, employer contributes \$1.05 (85¢) per hour worked. Effective November 1, 1990 and January 1, 1991, \$1.30 and \$1.50 respectively.

Industry Fund: Labourers Local 183 - Employer contributes 21¢ (17¢) per hour worked.

Teamsters Local 230 - Employer contributes 21¢ per hour worked (new).

Training Fund: Labourers Local 183 - Employer contributes 12¢ (10¢) per hour worked. Effective May 1, 1991, 14¢.

Teamsters Local 230 - Employer contributes 2¢ per hour worked (new). Effective May 1, 1991, 4¢.

Travel Allowance: 31.5¢ (30¢) per kilometre one way when providing own transportation within a 50-100 km radius from Toronto City Hall.

Board Allowance: Maximum \$60 (\$50) per day and \$300 (\$250) per week when overnight stays are required. Effective May 1, 1991, \$70 and \$350 respectively.

Pipe Line Contractors Association of Canada (Distribution Systems Agreement), Canada-wide except Quebec - International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 200 Ontario employees, settled at the post conciliation bargaining stage.

Package:	Effective	<u>May 1/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>	<u>Nov. 1/91</u>
	Increases				
	Metropolitan and the Regional Municipality of Peel, York and Durham	\$1.50	50¢	\$2	
	County of Middlesex	\$1.25	25¢	\$1.50	70¢
	All other areas	\$1.25	25¢	\$1.50	
	<u>London</u>				
	Intermediate Operator	\$23.40 (\$22.15)	\$23.65	\$25.15	\$25.15
	<u>Toronto</u>				
	Principal Operator	\$26.08 (\$24.58)	\$26.58	\$28.58	\$28.58

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 80¢ (75¢) per hour earned. Effective May 1, 1991, 85¢.

Pension Fund: Effective November 1, 1990, employer contributes \$1.75 (\$1.50) per hour earned. Effective May 1, 1991, \$2.20.

Travel Allowance: 27¢ (25¢) per kilometre. Effective May 1, 1991, 30¢.

Utility Contractors' Association of Ontario, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 2,100 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>	<u>Nov. 1/91</u>
	Increases				
	Toronto	\$1.31	49¢	\$2.15*	
	Ottawa Region 7	\$1.10		\$1.04	
	Simcoe	60¢	50¢	\$1.29	\$1.17
	Sudbury	10¢		95¢	
	Timmins	10¢		95¢	

Sault Ste. Marie	\$1.01	\$1.41*
Hamilton	\$3.69	\$1.42
Sarnia	\$3.37	\$1.10
Chatham	\$1.09	\$1.15
Cambridge	85¢	\$1.45**
London	\$1.40	90¢
Thunder Bay	\$1.45	\$1.40
Kingston	\$2.33	55¢

Labourer Unskilled

Local 527, Ottawa Region 5	\$16.34 (\$15.24)	\$16.34	\$17.38	\$17.38
Local 183, Toronto	\$23.47 (\$22.16)	\$23.96	\$26.11	\$26.11

* Includes 20¢ increase received on January 1, 1991.

** Includes 10¢ increase received on January 1, 1991.

Welfare and
Pension Funds:

Employer contributions per hour worked:

Effective	<u>WELFARE</u>		<u>PENSION</u>	
	<u>May 1/90</u>	<u>May 1/91</u>	<u>May 1/90</u>	<u>May 1/91</u>
<u>Local</u>				
183 Toronto	\$0.85 (\$1.25)	\$0.85	\$1.00 (\$0.80)	\$1.20*
Simcoe County	\$0.85 (\$1.20)	\$0.85	\$0.80 (\$0.60)	\$0.95*
247 Kingston	\$0.70 (\$0.70)	\$0.70	\$0.50 (\$0.60)	\$0.50
491 Timmins	\$0.70 (\$0.70)	\$0.90	\$0.30 (\$0.30)	\$0.50
493 Sudbury	\$0.70 (\$0.70)	\$0.90	\$0.30 (\$0.30)	\$0.50
607 Thunder Bay	\$0.60 (\$0.60)	\$0.65	\$0.70 (\$0.50)	\$0.80
625 Chatham	\$0.70 (\$0.70)	\$0.75	\$0.70 (\$0.60)	\$0.80
837 Hamilton	\$1.20 (\$1.50)	\$1.20	\$1.10 (\$0.80)	\$1.30*
1036 Sault Ste Marie	\$0.70 (\$1.10)	\$0.70	\$0.90 (\$0.70)	\$1.10
1059 London	\$0.60 (\$0.60)	\$0.60	\$0.70 (\$0.50)	\$0.70
1081 Cambridge	\$0.70 (\$1.10)	\$0.75	\$0.50 (\$0.60)	\$0.80**
1089 Sarnia	\$1.00 (\$0.75)	\$1.00	\$0.70 (\$0.60)	\$0.70

* Actual effective date is January 1, 1991, for Locals 183 and 837.

** Includes a 20¢ increase on January 1, 1991.

Board Allowance: Employee sent to a job less than 100 (120) road kilometres from company base receives \$30 per day (unchanged), over 100 (120) kilometres receives \$60 (\$50) per day. Effective May 1, 1991, \$62 per day.

Clothing Allowance: In case of fire at employers premises employee receives up to \$250 (\$200) for clothing replacement.

Mileage Allowance: 33¢ (30¢) per kilometre. Effective May 1, 1991, 35¢ per kilometre.

Safety Shoe Allowance (new): \$50 for purchase of lineman boots for employee with 6-months continuous employment and \$50 every 6-months thereafter.

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Acoustical Association of Ontario, Resilient Flooring Contractors Association of Ontario, Caulking Contractors Association of Ontario, Industrial Contractors Association of Canada and Interior Systems Contractors of Ontario, province-wide - Ontario Provincial Council, Carpenters (AFL-CIO/CLC) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 12,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	May 1/90	Oct.1/90	May 1/91
Increases				
Toronto:				
Drywall	\$2.00			\$2.15*
Journeyman	\$2.03		25¢	\$1.75
Caulking	\$2.02		25¢	\$1.75
Flooring	\$2		25¢	\$1.75
All other areas	\$1.50			\$1.50
<u>Journeyman Carpenter</u>				
Local 93, Ottawa	\$25.07		\$25.07	\$26.57
Zone 3, Pembroke	(\$23.57)			
Toronto District Council, Local 27,	\$29.50		\$29.75	\$31.50
Zone 8	(\$27.47)			

A. ACOUSTICAL AND DRYWALL APPENDIX

Journeyman

Local 93, Ottawa Zone 3	\$25.07 (\$23.57)	\$25.07	\$26.57
Local 675, Toronto	\$28.22 (\$26.22)	\$28.22	\$30.37*
Local 18, Hamilton	\$29.04 (\$27.54)	\$29.04	\$30.54

B. CAULKING APPENDIX

Journeyman Caulker

Local 27, Toronto	\$25.36 (\$23.34)	\$25.61	\$27.36
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C. RESILIENT FLOOR WORKERS APPENDIX

Journeyman Resilient Floor & Carpet Layer

Western Ontario District Council, Goderich, London, Owen Sound and Stratford	\$25.74 (\$24.24)	\$25.74	\$27.24
Local 2965, Toronto	\$27.15 (\$25.15)	\$27.40	\$29.15
Local 18, Hamilton	\$26.87 (\$25.37)	\$26.87	\$28.37

* Includes 15¢ increase effective November 1, 1991.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds; and 10¢ to administration funds and 25¢ to supplemental dues check-off for Local 675, Toronto.

Diving
Allowance:

Local 1661 - Thunder Bay - Triple time after 8 hours for diving tenders (previously, carpenters overtime rate).

All other locals - Diving premium is \$60 (\$45); depth allowance \$4 to \$20 (\$2 to \$10) per day depending on depth of work.

Travel
Allowance:

Locals 1316 and 2041 - All travel and board allowances are increased by 5%.

Local 785 - 26¢ (21¢) per kilometre. Effective May 1, 1991, 28¢.

Local 27 - Parking allowance \$4 per day (new). Effective October 1, 1990 and May 1, 1991, \$6 and \$8 respectively.

Tool Allowance: Lost or stolen tool replacement not to exceed \$1,100 (\$1,000), \$330 (\$300) for clothing.

Metropolitan Industrial and Commercial Masonry Contractors Inc., at OLRB Area 8 - Local 2, Bricklayers International (AFL-CIO/CFL) (residential construction): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992 with wages retroactive to June 1, 1990, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>June 1/90</u>	<u>Dec. 1/90</u>	<u>June 1/91</u>
General Increases		\$1.50	50¢	\$2.10
Journeyman Bricklayer or Stonemason		\$28.52 (\$27.02)	\$29.02	\$31.12

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Pension Fund: Effective June 1, 1990, employer contributes \$1.25 (\$1) per hour worked. Effective December 1, 1990, \$1.50.

Travel Allowance: Zone 2 only - \$7.50 (\$7) per day. Effective June 1, 1991, \$8.

Ontario Industrial Roofing Contractors Association, province-wide - Ontario Conference, Sheet Metal Workers, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 23-month renewal agreement effective from May 24, 1990 to April 30, 1992, covering 1,300 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
Increases			
Toronto		\$2	\$2
All other areas		\$1.50	\$1.50
Roofer #4 and #5		75% of the above increases	
<u>Roofer #2</u>			
Local 504, Sault Ste. Marie		\$22.26 (\$20.76)	\$23.76

Local 30, Toronto	\$26.81 (\$24.81)	\$28.81
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Package rates shown include wages, vacation and holiday pay, employer contributions to welfare, 10¢ (5¢) to the Roofers Promotion Fund and 9¢ (8¢) to the Industry Fund.

Pitch Premium: \$2 (\$1.25) per hour.

Welfare Fund: Employer Contribution - Local 30, Toronto - 95¢ (80¢) per hour worked. Effective May 1, 1991, \$1.

Local 397, Thunder Bay - 55¢ (80¢) per hour.

Pension Fund: Employer Contribution - Local 47, Ottawa - \$1.15 (\$1) per hour worked. Effective May 1, 1991, \$1.25.

Local 397, Thunder Bay - \$1.20 (95¢) per hour worked.

Room and Board Allowance: Local 30, Toronto - \$43 (\$38) per day. Effective May 1, 1991, \$48.

Local 562, Kitchener - \$24 (\$21) per day. Effective May 1, 1991, \$27.

Travel Allowance: 30¢ (25¢) per kilometre. Effective May 1, 1991, 35¢.

Zone Allowance: Local 537, Hamilton and Brantford - \$29.70 (\$27) per day worked for the 25-50 mile zone. Effective May 1, 1991, \$32.67. (Note: Zone Allowances are a combination of mileage and daily travel allowances which vary according to distances travelled from a central point in a local union's area.)

Ontario Masonry Industry Employers Council, province-wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CLC) (bricklayers stonemasons and plasters) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 6,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>
	Increases	\$1.50 all locals	50¢*	\$2.10* \$1.60** 15¢***

Journeyman
Bricklayer

Local 8, Barrie	\$27.48 (\$25.98)	\$29.23
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Local 2, Toronto	\$28.81 (\$27.31)	\$29.31	\$31.41
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* Toronto Local 2 only.

** All locals except Toronto Local 2.

*** Ottawa Local 7, Barrie Local 8, and Kingston Local 10 only.
Effective May 1, 1992, 1993 and 1994, 15¢, 15¢ and 18¢
respectively in addition to negotiated increase.

Package rates shown include wages, vacation and holiday pay, and
employer contributions to welfare, pension and SUB funds.

Travel Allowance: All Locals Except Local 2, Toronto - 32¢ (30¢) per kilometre for
employee providing own transportation beyond free travel zone.
Effective May 1, 1991, 34¢.

Local 2, Toronto - \$5.50 (\$5) per day for Zone 1 downtown
expenses and \$7.50 (\$7) per day for Zone 3 (2) daily travel
allowance.

Board Allowance: \$54 (\$48) per day. Effective May 1, 1991, \$58.

Ontario Master Insulators' Association Inc., province-wide - Local 95, Asbestos
Workers (AFF-CIO/CFL) (all sectors, construction and
maintenance): Two 23-month agreements effective from May 22,
1990* to April 30, 1992, covering 850 employees, settled at the
post mediation bargaining stage. Duration of negotiations - 4 -
months.

* Previous agreements expired April 30, 1990.

Package:	Effective	May 22/90	July 7/90	May 1/91
General Increases**		\$1.75	46¢*	\$1.85
Mechanic Zone 3 (includes Eastern Ontario)		\$27.43 (\$25.68)*	\$27.89	\$29.74
Mechanic Zone 1 (includes Central and Southwestern Ontario)		\$29.30 (\$27.55)*	\$29.76	\$31.61

* Previous rates include 20¢ added to the Living Allowance
during the course of the previous agreement.

** Maintenance employees receive 90% of the corresponding ICI
hourly rates plus complete package.

Package rates shown include wages, vacation and holiday pay and
employer contributions to welfare, pension, 25¢ to the living
allowance and 3¢ to the apprenticeship funds.

Pension Fund (Zone 1):	Effective July 7, 1990, employer contributes \$2.30 (\$1.60) per hour. Effective May 1, 1991, \$3.
Overtime Pay (Maintenance) (new):	Employees requested to work on scheduled "Happy" or "Golden Friday", will receive overtime rate of pay.
Hours of Work:	Earlier starting time of 6:30 a.m. (7:30 a.m.) can be established with written notification.
Responsibility Premium:	Mechanics-Foremen in charge - plus 2 men receive 25¢ per hour (unchanged), plus 9 men receive \$1.50 (\$1) per hour, plus 100 men receive \$3 (\$2) per hour.
Welfare and Pension Benefits (Asbestos Removers) (new):	Asbestos removers will be eligible for full welfare and pension benefits after 2,400 hours under this agreement.
Meal Allowance (new):	\$10 after 2 hours of unscheduled overtime.
Travel Allowance (Maintenance) (new):	\$10 per working day when travelling between 30-50 mile radius from Travel Free Zone. Over 50 miles, \$22 per working day.
Travel Allowance:	<u>Zone 1-Zone 9</u> - \$5.40-\$22 (\$5-\$20) per working day when travelling 10-50 miles from Travel Free Zone.
Downtown Toronto Travel Expense Zone (new):	There shall be a Downtown Toronto Travel Expense of \$2.50 per working day, for the zone from the City Hall to a radius of 5 miles.
Living Allowance:	Effective 1990, \$55 (\$50) per day. Effective May 1, 1991, \$60.

Ottawa Construction Association at OLRB Area 15 - Local 527, Labourers (AFL-CIO)
(non-ICI agreement): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Note: Wages and benefit package is similar to those reported for the Labourers' Employer Bargaining Agency-Labourers' ICI agreement. (See page 184.)

Plasterers Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, and Walls and Ceilings Contractors Association, province-wide - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 400 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 16/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2	\$2
	All other areas	\$1.50	\$1.50
	<u>Journeyman Plasterers</u>		
	Local 598, Sudbury	\$24.22 (\$22.72)	\$25.72
	Local 598, Toronto	\$27.04 (\$25.04)	\$29.04
	Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.		
Reporting Pay:	<u>Toronto (new)</u> - 1 hour's pay if unable to work due to inclement weather, 2 hours' pay for any other reason.		
Specialty Trade Premium:	<u>Qualified Journeyman Waterproofer</u> - Premium shall be equal to that negotiated by the Waterproofing Contractors Association and Labourers' Local 506.		
	<u>Journeyman Cement Mason - Floor Finisher</u> - Premium shall be equal to that negotiated by the Concrete Floor Contractors Association and Labourers' Union for: difference between the base labourer's rate and the journeyman's cement masons rate; difference between the Foreman's Premium rate and the regular Journeyman rate; and increase in shift premium for any employee who finishes floors.		

TRANSPORTATION

Hendrie Transportation Inc. - Local 268, Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>April 1/90</u>	<u>Oct. 1/90</u>	<u>April 1/91</u>
	Average	2.7%	3%	2.5%
	Increases			

Truck Driver	\$13.75 (\$13.39)	\$14.16	\$14.51
Mechanic	\$16.94 (\$16.49)	\$17.43	\$17.86
Mileage Rates 6 Axles	32.1¢ (31.3¢)	33.1¢	33.9¢

	<u>Oct. 1/91</u>	<u>April 1/92</u>	<u>Oct. 1/92</u>
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Average Increases	2.7%	3%	2.6%
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Truck Driver	\$14.90	\$15.35	\$15.74
Mechanic	\$18.35	\$18.90	\$19.38
Mileage Rates 6 Axles	34.8¢	35.8¢	36.7¢

Shift Premium: 50¢ (30¢) per hour for all straight-time hours between 6 p.m. and 6 a.m.

Special Permit Premium: 33.6¢ (32.8¢) per mile for the driver of a load exceeding permitted dimensions. Effective April 1, 1991 and 1992, 34.4¢ and 36.1¢ respectively.

Health and Welfare: LTD - Employee eligible for benefits for a maximum of 2 years if unable to perform own occupation (previously, if unable to perform any occupation).

Dental Plan - Coverage is based on 1989 (1986) ODA fee schedule.

Overnight Allowance: \$70 (\$65) per night for meals and accomodation. Effective April 1, 1991, and 1992, \$72.50 and \$75 respectively.

Tool Allowance: \$175 (\$150) per year for Mechanics to replace broken or stolen tools. Effective April 1, 1991, and 1992, \$200 and \$225 respectively.

Clothing: 5 (3) coveralls per week for maintenance employees.
Allowance:

Blue Line Taxi Co. Limited. and other Taxi Owners and Brokers at Ottawa - Local 1688, Retail, Wholesale Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from May 29, 1990* to May 28, 1993, covering 699 employees, settled with mediation assistance. Duration of negotiations - 10 months.

* Previous agreement expired July 31, 1989.

Meter Rates:	Effective October 1, 1990, increase based on percentage increase in the CPI for Ottawa from May 1, 1989 to April 30, 1990. Effective October 1, 1991, increase based on percentage increase in the CPI for Ottawa from May 1, 1990 to April 30, 1991.
Rental Rates:	Effective May 29, 1990, applicable for drivers renting cars.
	Monthly Stand Rent \$323.64 (\$311.31)
	Monthly Plate Rent \$435.32 (\$418.49)
	<u>24-hour car rental</u>
	- with propane \$64.96 (\$62.71)
	- without propane \$62.69 (\$60.52)
	<u>12-hour car rental</u>
	- with propane \$42.73 (\$41.32)
	- without propane \$41.05 (\$39.71)
	Effective December 1, 1990 and December 1, 1991, the above rates increase in accordance with the meter rate increases.
Hours of Work:	Effective May 29, 1991, 12% of rental fleet designated as 5-day work week vehicles and offered to senior employees. Election of 5 day-work week option renewed on annual basis (new).
Paid Holidays:	Effective May 29, 1991, add Victoria Day and Labour Day for a total of 6 (4) days.
Time Off with Fees or Rent Waiver:	4 (3) weeks off with fee waiver after 1 year of service, 5 (4) weeks after 5 years of service, and 6 weeks after 16 or more years of service for single plate owners and lessees. 5 (4) weeks off with rent waiver after 7 years of service, and 6 weeks after 16 or more years of service (new) for rental drivers.
Bereavement Leave:	1 day off with fee waiver upon death of brother/sister-in-law and grandparent (new).
Rental Driver Insurance:	Employer provides collision insurance with deductibles not exceeding \$500 for each accident at fault (previously \$250 for first accident, \$500 for second, and \$1,100 for third and subsequent accidents).

COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees Association (Ind.) (clerical and associated employees): A 24-month renewal agreement effective from June 1, 1990 to May 31, 1992, covering 12,000 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>
	General Increases*	5.5%	5.4%
	<u>Weekly Rates</u>		
	Wage Band 4 (includes Clerk/ Typist-4)	\$288.25-\$428.20 (\$273.20-\$405.90)	\$303.80-\$451.30
	Toronto only:	\$297.90-\$428.20 (\$282.35-\$405.90)	\$314.00-\$451.30
	Wage Band 7 (includes Senior Clerk-Typist 7)	\$309.80-\$598.50 (\$293.65-\$562.40)	\$326.55-\$630.80
	Toronto only: (\$302.55-\$562.40)	\$319.20-\$598.50	\$336.45-\$630.80
	Wage Band 9 (includes Service Rep., Business)	\$359.60-\$690.05 (\$340.85-\$648.55)	\$379.00-\$733.50
	<u>Additional Adjustments:</u> \$3.40, \$5.15, \$3.95 and \$5.85 per week to the maximum steps of Wage Bands 6, 7, 8 and 9 respectively. Effective June 1, 1991, \$6.20 to top step of Wage Band 9. Maximum rates are reached after: 3 1/2 years for Wage Band 4; after 5 years for Wage Band 7 and after 5 1/2 years for Wage Band 9.		
	* Conditional wage increase to equal the percentage increase in the CPI from November 1990 to November 1991. Triggered at 6.4% (5.5%); folded into wages in February 1992. (Previous formula did not trigger.)		
Overtime Pay: (Full-time only)	Effective January 1, 1991, employee may elect time off at straight time rate in lieu of pay for overtime hours worked (new).		
Demonstration Premium:	70¢ (60¢) per hour.		
Responsibility Premium:	\$3 (\$2.50) when assigned to supervise other employees for between 1 to 4 (5) hours in one day and \$6 (unchanged) thereafter in that day.		
Shift Premium:	60¢ (50¢) per hour worked between 12.01 a.m. and 5.59 a.m. (6.59 a.m.)		
Pay for work on a paid holiday:	Double-time (time and one-half) per hour worked between midnight of the preceding day and midnight of the holiday on Christmas Day or New Year's Day.		
Paid Vacation:	Effective with the 1991 vacation year, 5 weeks after 18 (20) years.		

Bereavement Leave: 1 day's paid leave upon death of grandchild (new). Maximum 3 days' for dependant living in the employee's permanent residence (new).

Health and Welfare: Dental Plan - Coverage is based on the 1988 (1986) ODA fee schedule.

Northern Service Allowance: Effective June 1, 1990: A* \$150 per week
B** \$130 per week

Effective June 1, 1991, \$175 and \$150 respectively.

* For locations north of the 55th parallel, including Iqaluit.

** For locations south of the 55th parallel. (Previously, \$130 and \$115 for the above locations for the non-local plan and \$100 and \$85 respectively for the local plan.)

ELECTRIC POWER, GAS AND WATER UTILITIES

ICG Utilities (Ontario) Limited at Timmins, Thunder Bay and other northwestern Ontario locations, and Port Hope to Cornwall area - Locals 790, 795 and 38, Energy and Chemical Workers (CLC) (Operational and clerical employees): Four 24-month renewal agreements effective from February 1, 1990 to January 31, 1992, covering 205 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Feb. 1/91</u>
General Increases		6%	6%

Thunder Bay

Operational Employees

Service Technician	\$13.79-\$19.10 (\$13.01-\$18.02)	\$14.62-\$20.25
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Construction/ Maintenance Labourer	\$14.50-\$18.42 (\$13.68-\$17.38)	\$15.37-\$19.53
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Clerical Employees

Cashier	\$11.65-\$13.65 (\$10.99-\$12.88)	\$12.35-\$14.47
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Meter Reader	\$13.47-\$16.21 (\$12.71-\$15.29)	\$14.62-\$17.18
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Maximum rates for Service Technician and Construction Labourer reached after 3 years. Maximum rates for Cashier and Meter Reader reached after 3 steps.

COLA: Inoperative. (Previously, 1% per 1% change in the CPI - 1971=100, using the February 1989 index as the base. Triggered at 8%. Adjusted monthly. Formula did not trigger.)

Sunday Premium: \$2.25 (\$1.60) per hour in addition to shift premium.

Standby Pay (Operational Employees): \$14 (\$13) for up to 8 hours, \$17 (\$16) from 8 to 16 hours, \$22 (\$21) from 16 to 24 hours, and \$25 (\$24) for statutory holidays.

Health and Welfare: Dental - Effective July 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective February 1, 1991, the 1990 ODA fee schedule.

Continuation of Benefits - Employer continues to pay health and welfare premiums for up to 4 (3) months after employee is laid off.

Pension Plan: Basic Benefit - \$27 (\$25) per month per year of service. Effective February 1, 1991, \$30.

Safety Shoe Allowance: Maximum \$95 (\$85) per year.

Union Gas Limited in southwestern Ontario - Various Locals, Energy and Chemical Workers (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from January 1, 1990 to December 31, 1991, covering 910 employees. Settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	May 13/90	Dec 30/90
General Increases		6%	7%
Additional Adjustments		17¢ per hour for Trafalgar Compressor Operator	
Pay Equity Adjustments		\$7.50 per week for all Clerical rates	
<u>Hourly Rates</u>			
Grounds Attendant		\$14.23-\$15.23 (\$13.42-\$14.37)	\$15.22-\$16.30
Customer Service Representative		\$14.23-\$17.73 (\$13.42-\$16.73)	\$15.22-\$18.98
Plant Mechanic Class 1		\$17.92-\$18.91 (new)	\$19.18-\$20.23

Weekly Rates

Clerk Grade 1	\$388.13-\$433.49 (\$358.66-\$401.45)	\$415.30-\$463.83
Clerk Grade 9	\$630.04-\$675.42 (\$586.88-\$629.69)	\$674.15-\$722.70

Maximum rate for Grounds Attendant and Plant Mechanic, Class 1 is reached after 1 year, for Customer Service Representative after 4 years, and for Clerk Grade 1 and 9, after 2 years and 9 months.

COLA Provision:	Inoperative. (Previously, 1¢ per 0.265 point increase in the CPI - 1971=100, using the December 1986 index as the base. Triggered at 9%. Adjusted quarterly. Formula did not trigger.)
Standby Pay (hourly rated):	Effective May 13, 1990, \$14.80 (\$10.35) per day for period of 7.5 or 8 hours falling within employee's regular weekly schedule. An additional \$4.80 (\$3.62) per day for hours in excess of 8 but less than 16. \$24 (\$18.63) per day for 7.5 hours but less than 24 on scheduled day off or holiday.
Lump Sum Settlement Payment:	6% of base wages for all hours paid from January 1, 1990 to May 12, 1990, in lieu of retroactivity. Clerical staff receive an additional \$7.50 per week for same period.
Paid Vacation:	Pro-rated vacation based on service for continuous part-time employees (new).
Bereavement Leave:	Up to 3 days' paid leave upon death of stepchildren and up to 1 day's paid leave upon death of grandchildren (new).
Paid Medical Leave:	Reasonable time off work with pay for dental appointments (previously, only medical appointments).
Paid Personal Leave:	2 scheduled paid personal days for continuous part-time employees (new).
	The following benefit changes are effective May 13, 1990 unless otherwise specified:

Health and Welfare:	<u>Major Medical</u> - Annual maximum of \$250 for chiropractic treatments not covered by OHIP (new). <u>Vision</u> - Maximum claim is \$100 (\$60) every 2 years for each regular employee. Effective 1991, \$100 every two years for regular employees' dependents (new). Welders will be granted \$100 allowance when replacement prescription lenses are required as a result of a work related accident (previously, every 2 years). <u>Dental</u> - Coverage is based on 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule. Plan is extended to cover 50% of orthodontic costs to a lifetime maximum of \$1,000 (\$500).
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Continuation of Benefits - Employer continues to pay premiums for Dental, Major Medical and Blue Cross coverage for surviving spouse and dependents for 15 (3) months.

Pension Plan: Term of pension agreement is January 1, 1990 to December 31, 1993.

Basic Benefit - For retirements effective January 1, 1991, and thereafter, benefit is 1.30% (1.25%) of average annual earnings of best 36 months of consecutive service multiplied by years of service.

Early Retirement - Effective January 1, 1991, employee may retire with no reduction in pension benefit if pension credited service and age equal 90. (Previously, only at age 60 with 30 years of service.)

Bridging Benefit - 1/35th of \$340 (\$310) per month per year of service to a maximum of 35 years. Effective January 1, 1992, \$355.

Pension Adjustments - Effective in 1991 and 1992, ad hoc adjustments for current retirees based on past formula. Formula takes into account the cost of living and retirees' circumstances.

Job Evaluation Fund (new): Employer Contribution - Effective December 29, 1990, a fund of 1% of clerical and hourly base earnings will be established for classification adjustments identified by the company and union.

Safety Shoe Allowance: Maximum \$65 (\$60) per year for regular and continuous part-time (new) employees. Effective in 1991, \$70.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and other Housing Authorities, province-wide except Metro Toronto - Local 3096, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91
General Increases		6%	5.75%
Additional Adjustments		25¢ for Maintenance Repairman; restructuring of Admin. Group schedule	

Admin Group I

AG 1 (includes Receptionist)	\$10.08-\$11.29 (\$9.51-\$10.65)	\$10.66-\$11.94
AG 11 (includes Community Relations Officer)	\$16.01-\$18.23 (\$15.10-\$17.20)	\$16.93-\$19.28

Maintenance Group II

Labourer	\$13.28 (\$12.53)	\$14.05
Painter	\$14.62 (\$13.79)	\$15.46

Maximum rates for Admin. Group reached after 5 annual increases.

The following changes are effective June 1, 1990, unless otherwise stated.

- On-Site Premium: 85¢ (80¢) per hour worked for building custodians required to remain on-site between end of regular shift and midnight. Effective January 1, 1991, 90¢.
- Shift Premium: 75¢ (65¢) per hour worked between 5 p.m. and 7 a.m.; when majority of shift hours fall within this period, premium will apply to all hours worked during the shift.
- Weekend Premium: 85¢ (75¢) per hour worked on Saturday and Sunday.
- Lead Hand Premium: 90¢ (85¢) in excess of own rate, or in excess of rate of highest classification supervised, whichever is greater. Effective July 1, 1990, 95¢. Effective January 1, 1991, \$1. Effective July 1, 1991, \$1.05.
- Paid Vacation: 5 weeks after 16 (17) years of service.
- Paid Personal Leave: 3 (2) days per year from accumulated sick leave credits for personal preventative health and medical care.
- Paid Union Leave: 20 (15) days per calendar year for union representatives.
- Health and Welfare: LTD - Effective January 1, 1991, coverage is extended to permanent part-time employees; the employer pays 75% of premium costs (new).

Vision - Maximum claim is \$100 (\$75) every 2 years.

Hearing - Maximum lifetime claim is \$250 (\$200) per person.

Dental - Coverage continues to be based on the current year's ODA fee schedule. 100% reimbursement of expenses covered under basic plan (previously, 75%-25% co-insurance).

EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 322 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/89	Feb. 1/90	Sept. 1/90
Increases		\$2,364 for Co-ordinator; 4.51% for Continuing Education Teacher and 4.5% all others	\$1,022 for Co-ordinator; 1.86% for all others	\$3,544 for Co-ordinator; 6.15% for all others
	Additional Adjustments			Annual increments increased for Co-ordinator
Teacher-Category I 0-11 years		\$23,496-\$45,139 (\$22,484-\$43,195)	\$23,933-\$45,978	\$25,405-\$48,806
Teacher-Category IV 0-11 years		\$30,930-\$54,978 (\$29,598-\$52,611)	\$31,505-\$56,000	\$33,443-\$59,444
Principal 0-3 years		\$71,167-\$74,485 (\$68,103-\$71,277)	\$72,489-\$75,870	\$76,948-\$80,536
Vice-Principal 0-3 years		\$63,322-\$66,640 (\$60,596-\$63,770)	\$64,499-\$67,880	\$68,466-\$72,054
Co-ordinator 0-3 years		\$55,978-\$58,478 (\$53,611-\$56,114)	\$57,000-\$59,500	\$60,544-\$63,544
Continuing Education Teacher:	Effective September 1, 1989, \$24.09 (\$23.05) per hour including vacation pay. Effective February 1, 1990, \$24.54. Effective September 1, 1990, \$26.05.			
Responsibility Allowances:	Effective	Sept. 1/89	Sept. 1/90	
	Director	\$3,304 (\$2,950)	\$3,700	
	Major Head	\$2,912 (\$2,600)	\$3,261	

Minor Head, Assistant Head, Librarian	\$1,960 (\$1,750)	\$2,195
Chairman	\$1,624 (\$1,450)	\$1,819
Master's Degree Allowance:	\$675 (\$600). Effective September 1, 1990, \$725.	
Paid Union Leave:	10 (7) days each per school year for Union President, Chairperson of Union Negotiating Committee and one other union member.	
Health and Welfare:	<u>Vision Care</u> - Effective June 1, 1990, maximum claim is \$160 (\$120) per person every 2 years. Effective September 1, 1990, \$175. <u>Dental Plan</u> - Effective June 1, 1990, coverage is based on the 1988 (1987) ODA fee schedule. Effective September 1, 1990, coverage is based on the 1989 ODA fee schedule and plan is extended to include 50%-50% co-insurance for major restorative services with an annual maximum claim of \$1,000 per person (new).	
Paid Maternity Leave:	Effective April 1, 1990, wages equivalent to the UIC benefit for the 2-week waiting period (new).	
Professional Development Fund:	\$43,200 (\$40,000) for the 1989/90 school year. \$47,000 for the 1990/91 school year.	

Frontenac County Board of Education at Kingston - Ontario Secondary School

Teachers' Federation (Ind.): A 24-month renewal agreement
effective from September 1, 1990 to August 31, 1992, covering
450 employees, settled at the bargaining stage. Duration of
negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>July 1/91</u>
	General Increases	6%	1.5%	Minimum 4%*
	Additional Adjustments	Base step on each teacher grid increased by \$500		
	Teacher- Category 1 0-11 years	\$29,054-\$48,977 (\$26,909-\$46,205)**	\$29,489-\$49,712	

Teacher- \$34,222-\$59,436 \$34,735-\$60,328
Category 4 (\$31,785-\$56,072)
0-12 years***

Vice-Principal \$67,669-\$71,028 \$68,684-\$72,094
0-3 years (\$63,839-\$67,008)

Principal \$74,044-\$80,591 \$75,155-\$81,800
0-4 years (\$69,853-\$76,029)

* Increase to equal the percentage increase in the
CPI - 1981=100 from May 1990 to May 1991 plus 1%, to a maximum
of 8%.

** Previous rates include increases of \$500 plus 5.5% for
Teachers and \$300 plus 5.5% for Principals and Vice Principals
effective September 1, 1989.

*** Effective February 1, 1991, salary grid for categories 3 and
4 is reduced to 11 (12) years.

Responsibility
Allowances:

	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
Librarian	\$825 (\$715)	\$900
Assistant Head	\$1,975 (\$1,760)	\$2,200
Minor Head	\$2,950 (\$2,600)	\$3,250
Major Head/Consultant	\$4,475 (\$3,950)	\$4,950
Coordinator	\$4,775 (\$4,200)	\$5,200

Health and
Welfare:

Life Insurance - Effective September 1, 1991, employer pays 100%
(unchanged) of premium costs for first \$25,000 of coverage and
60% (50%) of premium costs thereafter to a maximum of 3 times
salary.

Major Medical and Semi-Private Hospitalization - Coverage
extended to include hearing aids, paramedical services,
out-of-country health care and annual drug prescription with
deductibles of \$10 for single coverage and \$20 for family (new).
Effective September 1, 1991, employer pays 100% of premium costs
for overage dependant rider (new).

Dental - Coverage continues to be based on the current year's
ODA fee schedule and plan extended to include an orthodontic
rider (new).

Hastings County Board of Education at Belleville - Local 1022, Canadian Union of Public Employees (CLC) (custodial, transportation and maintenance employees, teacher assistants and office employees): Two 24-month renewal agreements effective from April 19, 1990 to April 18, 1992 for custodial/maintenance/transportation employees and from July 1, 1990 to June 30, 1992 for teacher assistants/office employees, covering 449 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:

Custodial/Maintenance/Transportation Employees

Effective	<u>Apr. 19/90</u>	<u>Apr. 19/91</u>
General Increases	6%	5.75%*
Custodian	\$12.16-\$12.71 (\$11.47-\$11.99)	\$12.86-\$13.44
Maintenance "A"	\$14.31 (\$13.50)	\$15.13

Maximum rate for Custodian is reached after 2 years.

Teacher Assistants/Office Employees

Effective	<u>July 1/90</u>	<u>July 1/91</u>
General Increases	6%	5.75%*
Pay Equity Adjustments	\$1.54-\$1.57 for certain classifications	
Additional Adjustments	Restructuring of wage schedule	Minor restructuring of wage schedule
Category 1 (includes Mail Clerk)	\$9.68-\$11.06 (\$9.13-\$10.43)	\$10.24-\$11.70
Category 10 (includes Field Technician)	\$15.44-\$18.93 (\$14.57-\$17.86)	\$16.33-\$20.02

Maximum rate for Mail Clerk is reached after 4 years and for Field Technician after 6 years.

* Increase to equal the percentage increase in the Canada CPI from June to June 1991, triggered at 5.75%, capped at 8%.

Overtime
(Custodial/
Transportation/
Maintenance):

When an employee assigned to boiler checking duty discovers an emergency situation and time exceeds 1 hour, he/she receives the applicable overtime rate for time worked in excess of 1 hour (new).

Paid Holidays: During the 1990 Christmas break, 3 (2) employer-paid days and 1 (unchanged) day paid from employee's UIC rebate. During the 1991 Christmas break, 2 and 1 respectively.

Paid Vacation: Effective July 1, 1991, 6 weeks after 25 years of service (new).

Vacation
Deferral due to
Hospitalization: Employees who are hospitalized prior to or during their vacation may defer their vacation to another time (new).

Paid Leave
for Staff
Development: 1 day per year (new).

Paid Leave for
Dental/Medical
Examination
(Custodial/
Transportation/
Maintenance): 1 day per year for a dental or medical examination (previously, only applied to dental examination).

Health and
Welfare: Vison Care - Effective May 26, 1990, employer pays 75% (50%) of premium costs. Effective April 1, 1991, 100% of premium costs.

Responsibility
Allowances
(Custodial/
Transportation/
Maintenance): Effective May 26, 1990, 30¢ (20¢) per hour for Maintenance "A", Maintenance "B", Truck Drivers and Bus Drivers with county-wide responsibilities, working alone and without supervision.

Boiler/Heating
Equipment
Maintenance
Allowance
(Custodial/
Transportation/
Maintenance): \$17 (\$16) per day for checking boiler or heating equipment on Saturdays, Sundays, and paid holidays. Effective April 19, 1991, \$18.

Uniform
Allowance
(Office/
Teacher
Assistants): Smocks provided for T.R. Teacher Assistants and employees in the Print Shop (new). 75% of the cost of uniforms for Computer Repair Technologists (new).

Safety Shoe
Allowance
(Custodial/
Transportation/
Maintenance): \$60 (\$55) per calendar year. Effective April 19, 1991, \$65.

Safety Shoe
Allowance
(Office/
Teacher
Assistants): \$60 per calendar year (new). Effective July 1, 1991, \$65.

Technological Change (new): 3 months advanced notice and a reasonable opportunity to undergo training in order to meet new job requirements for employee displaced by technological change.

Lambton County Roman Catholic Separate School Board at Sarnia - Ontario English Catholic Teachers' Association and Association des Enseignants Franco - Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement with an option to extend the agreement for 1 additional year, effective from September 1, 1990 to August 31, 1992, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Aug. 31/91</u>	<u>Sept. 1/91</u>
	Average	5.5%	0.5%	6%
	Increases			
	Additional Adjustment	Compressed Categories D, C and B to form Category B-D		
	Teacher-Category B-D 0-11 years*	\$24,192-\$44,102 (new)	\$24,320-\$44,330	\$25,870-\$47,080
	Teacher-Category A1 0-11 years	\$25,692-\$45,602 (\$24,353-\$43,225)	\$25,820-\$45,830	\$27,370-\$48,580
	Teacher-Category A4 0-11 years	\$32,258-\$58,252 (\$30,576-\$55,215)	\$32,419-\$58,543	\$34,364-\$62,056

* Previously Category D, 0-5 years experience.

Responsibility Allowances: Principal (designated schools) - 17% (15%) of salary. Effective September 1, 1991, and 1992, 18% and 19% respectively.

Vision - Maximum claim is \$150 (\$100) per year.

Dental Plan - Coverage continues to be updated annually to the ODA fee schedule 2 years behind the current year.

Paid Preparation Time: 200 minutes per 5 day week for Grade 7 and 8 teachers (new). 100 minutes per 5 day week and an additional 300 minutes per year for Junior Kindergarten, Grades 1-6 and special education teachers. (Previously, 100 minutes per 5 day week for Junior Kindergarten teachers with no additional preparation time.) Effective September 1, 1991 and 1992, 400 and 1500 minutes per year additional preparation time respectively.

Travel Allowance: 26¢ (25¢) per kilometre for first 4000 kilometres and 22¢ (21¢) per kilometre thereafter. Effective September 1, 1991, 27¢ and 23¢ respectively. Effective September 1, 1992, 28¢ and 24¢ respectively.

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 672 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91
General Increases		6.8%	6.8%
Matron		\$12.77 (\$11.96)	\$13.64
Head Caretaker- Code 9A (with 3rd class certificate)		\$19.69 (\$18.44)	\$21.03

Previous rates reflect an additional 1% increase resulting from a wage re-opener provision under the previous agreement.

COLA (new): For the period January 1, 1991 to December 31, 1991, % per % increase in the Metropolitan Toronto CPI (1981=100), using December 1990 as the base, triggered at 7.1% and capped at 3% of annual salary. Calculated monthly and payable as a lump sum.

Paid Union Leave: 1 day's paid leave per calendar year for negotiating committee members to prepare amendments for the next collective agreement (new).

Health and Welfare: Life Insurance - Effective July 1, 1990, employer pays 100% of premium costs for the first \$30,000 (\$25,000) coverage and 75% of premium costs for additional coverage to a maximum of \$140,000 (\$120,000).

LTD - Effective January 1991, payment for employees in receipt of LTD benefit for more than 2 years will be adjusted as follows: CPI - 1981=100 minus 1%, capped at 4%. Annual adjustments will be made in January of each year.

Semi-Private Hospitalization - Effective July 1, 1990, employer pays 75% of premium costs (previously, employee paid). Effective January 1, 1991, 100% of premium costs.

Dental Plan - Effective July, 1990, employer pays 80% (75%) of premium costs and plan is extended to include orthodontic services (new). Coverage is based on the 1989 (1988) ODA fee

schedule. Effective January 1, 1991, employer pays 90% of premium costs and coverage is based on the 1990 ODA fee schedule.

Continuation of Benefits During Maternity Leave - Benefit coverage continues for semi-private hospitalization during the first 17 weeks of maternity/adoption leave (new).

Paid Maternity/
Adoption Leave: 90% of weekly wage for the 2-week waiting period (new).

Safety Shoe
Allowance: \$75 (\$70) per year. Effective January 1, 1991, \$80.

Uniform
Allowance: \$130 (\$125) per year to Matrons for the purchase of smocks. Effective January 1, 1991, \$135.

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation* (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,341 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 15 months.

* Previously bargained with Association des Enseignants Franco-Ontariens.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
General Increases		6.75%	5.8%
Additional Adjustments		restructuring of salary grids	
Teacher-Category D 0-7 years*(0-6)		\$20,509-\$28,782 (\$19,212-\$26,025)	\$21,698-\$31,451
Teacher-Category A1 0-10 years		\$27,340-\$45,192 (\$25,611-\$42,053)	\$28,925-\$47,813
Teacher-Category A4 0-10 years		\$31,862-\$55,964 (\$29,847-\$52,425)	\$33,710-\$59,210
Vice-Principal 0-2 years (0-5)		\$57,985-\$60,000 (\$46,975-\$54,600)	\$61,348-\$63,480
Principal 0-4 years (0-7)		\$62,000-\$67,000 (\$53,438-\$62,752)	\$65,596-\$70,886

* Effective September 1, 1990, salary grid extends to 8 years for Category D.

Responsibility Allowances:	Curriculum Resource Teacher	\$3500 (\$3444)	\$3640
	Co-ordinator	\$4600 (\$4515)	\$4780
Paid or Unpaid Education Leave:	Eligibility requirement of 5 (7) years of continuous service.		
Professional Development Leave:	Effective September 1, 1990, up to a total of 10 days leave per school year for programme preparation for city wide Professional Development days (new).		
Injury-on-Duty-Leave:	Leave with pay to a maximum of 40 (unchanged) working days. Teacher may supplement WCB award with accumulated sick leave to a maximum of 100% of daily rate for the period between 41st working day to 120th calendar day from date of injury (new).		
Health and Welfare:	<p><u>Vision (new)</u> - Effective September 1, 1990, maximum claim is \$150 per 24 months per insured person.</p> <p><u>Dental</u> - Effective September 1, 1990, the coverage is based on the 1989 (1987) ODA fee schedule and the plan is extended to include 50% co-insurance for major restorative services with a maximum annual claim of \$1000 per insured person (new). Effective February 1, 1991, coverage is based on the 1990 ODA fee schedule and employer pays 70% (50%) of premium costs for basic plan and major restorative services.</p>		
Preparation Time:	Effective September 1, 1990, minimum of 175 (150) minutes.		
Tuition Fees:	Upon successful completion of Sign Language or Bliss Symbolics Instruction course, tuition costs will be reimbursed (new).		

Peel Board of Education at Mississauga - Ontario Secondary School Teachers' Federation (Ind.) (occasional teachers): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 522 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
	General Increases	6%	6%
	<u>Casual Occasional Teacher</u>		
	Daily Rates*		
	Unqualified	\$78.60 (\$74.15)	\$83.32

Qualified	\$131.01 (\$123.59)	\$138.87
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* Daily rates include 3% holiday and 4% vacation pay.

Long-term Occasional Teacher - This is an Occasional Teacher who is employed for a period of 14 (15) or more consecutive teaching days as a replacement for a teacher with a permanent, probationary or temporary contract. Such an employee is paid in accordance with the current salary grid for full-time teachers under the full-time secondary teachers' agreement.

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective September 1, 1989, to August 31, 1991, covering 449 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	Average Increases	6.5%	5.5%*
	Teacher- Level D	\$20,942-\$28,684 (\$19,660-\$26,933)	\$22,100-\$30,262
	Teacher- Level A1	\$25,939-\$44,169 (\$24,353-\$41,473)	\$27,368-\$46,598
	Teacher- Level A4	\$30,831-\$56,031 (\$28,947-\$52,611)	\$32,533-\$59,113

* Conditional Wage Adjustment - Increase to equal the percentage increase in the CPI from May 1990 to May 1991, triggered at 5.5% and capped at 6.5%. Lump sum payment retroactive to September 1, 1990 and the new Grid will form the basis for negotiations for 1991/92.

Responsibility Allowances: Increased in accordance with the general salary increases with the exception of Principal 10% in 1989 and Administrator, Special Services 9% in 1989.

Health and Welfare: Life Insurance - Effective May 25, 1990, benefit is 2 times annual salary, with a minimum benefit of \$75,000 to a maximum of \$125,000 (previously, all teachers at \$75,000).

Vision Care - Effective September 1, 1990, maximum claim is \$125 (\$100) every 2 years.

Dental Plan - Coverage continues to be based on the current ODA fee schedule.

Continuation of Benefits - deleted - Effective September 1, 1990, the employee pays 100% of the premium costs (previously, Employer paid) to maintain benefits during the Teacher Funded Leave period.

Paid Paternity Leave (new): Effective April 25, 1990, leave shall be granted for the attendance of the father at the birth or the day the child is released from the hospital.

Paid Maternity Leave (new): SUB - Effective September 1, 1990, wages equivalent to the UIC benefit, to a maximum of \$400, for the 2 week waiting period.

Paid Preparation Time: Effective September 1, 1991, 150 (120) minutes per week.

Waterloo County Board of Education at Kitchener - Educational Support Staff Association (Ind.): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 539 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91
General Increases		6%	5.5%
<u>Full-time Employees</u> <u>Annual Rates</u> 5 levels			
Level A (includes Mail Clerk)		\$16,197-\$20,118 (15,280-\$18,979)	\$17,088-\$21,224
Level G (includes Maintenance Foreperson)		\$31,973-\$39,708 (30,163-\$37,460)	\$33,731-\$41,892
<u>Bus Drivers</u>			
Hourly Rate		\$11.58 (new)	\$12.22
Daily Route Rate		\$34.62 (new)	\$36.52

COLA: 0.1% per 0.1% change in the CPI from the December 1990 to the December 1991 index. Triggered at 5.5% (4.4%), capped at 8% and payable as a lump sum February 1992. (Previous formula did not trigger.)

Shift Premium: 0-40¢-43¢ (0-35¢-38¢). Effective January 1, 1991, 0-44¢-46¢.

Weekend Premium: 40¢ (35¢) per hour worked between midnight Friday and midnight Sunday. Effective January 1, 1991, 44¢.

Paid Holidays: Personal Day is deleted as a paid holiday for a total of 10 (11) days for the 12-month employees and 9 (10) days for the 10-month employees. (See Paid Personal Leave.)

Bereavement Leave: Up to 5 (3) days' paid leave upon death of stepfather and stepmother.

Paid Personal Leave (new): Maximum 1 day per year to attend to an important personal matter.

Leave with pay for family illness (new): An employee may use up to 1/2 day to care for father, mother, child or spouse until suitable nursing help is obtained to a maximum of 2 half-days per year.

Sick Leave: 2 days per month (unchanged) with a maximum accumulation of 220 (120) days for 10 and 12 month part-time employees. An employee, who is on sick leave preceding a vacation and such illness is expected to encroach upon scheduled holidays, will have the vacation rescheduled and time taken may be considered sick leave. Sick credits may be used for leave prior to maternity leave if medical documentation attesting to the need is provided (new).

Health and Welfare: Dental - Effective January 1, 1990, coverage is based on 1989 (1986) ODA fee schedule.

Ryerson Polytechnical Institute Board of Governors at Toronto - Ryerson Faculty Association (Ind.): A 24-month renewal agreement effective from July 1, 1989 to June 30, 1991, covering 585 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>July 1/89</u>	<u>July 1/90</u>
General Increases		6.5%	6.5%
Additional Adjustment			Salary scale for Librarian to equal salary scale for Counsellor
Teacher-3 year degree 0-14 years		\$31,576.65-\$58,303.69 (\$29,649.44-\$54,745.25)	\$33,629.13-\$62,093.42
Teacher-4 year degree 0-14 years		\$33,196.75-\$60,728.47 (\$31,170.66-\$57,022.04)	\$35,354.53-\$64,675.82
Teacher-Master's Degree 0-14 years		\$36,437.05-\$65,588.90 (\$34,213.19-\$61,585.82)	\$38,805.45-\$69,852.17

Teacher-Ph.D./ M.Phil. 0-11 years	\$41,699.81-\$65,588.90 (\$39,154.75-\$60,538.82)	\$44,410.29-\$69,852.17
Counsellor 0-12 years	\$36,311.36-\$61,637.34 (\$34,095.18-\$57,875.44)	\$38,671.60-\$65,643.77
Librarian	\$33,621.64-\$56,559.02 (\$29,044.04-\$48,338.66)	\$38,671.60-\$65,643.77

University of Ottawa - University Professors (Ind.) (professors, language teachers, professional counsellors and librarians): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 945 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increase		5%	*	**
Special		10% of the difference between salary and \$70,000, capped by the lesser of \$1,100 or 2% of salary for Professor; 1.1% of salary for Language Teacher, Librarian and Counsellor		\$350 for Professor; \$260 for Language Teacher; \$265 for Librarian; \$289 for Counsellor

Minimum Annual Rates

Lecturer	\$31,664 (\$28,958)
Assistant Professor	\$37,249 (\$34,061)
Associate Professor	\$45,176 (\$41,304)
Full Professor	\$54,701 (\$50,008)
Counsellor I	\$31,253 (\$28,846)
Counsellor IV	\$46,549 (\$42,956)

Language Teacher I	\$26,211 (\$24,119)
Language Teacher IV	\$38,571 (\$37,961)
Librarian I	\$27,690 (\$25,301)
Librarian IV	\$47,475 (\$44,226)

* Increases to equal the increase in the CPI for 1990.

** Increases to equal 0.9 times increase in the CPI for 1991.

Progress-
Through-The-
Rank:

\$1,319-\$2,003 (\$1,014-\$1,630) depending on occupation category.

HEALTH AND WELFARE SERVICES

Belleville General Hospital at Belleville - Local 183, Service Employees International Union (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 528 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>
	General Increases	70¢	75¢
	Housekeeping Aide	\$11.743-\$11.970 (\$11.043-\$11.270)	\$12.493-\$12.720
	Electrician I	\$15.373-\$15.626 (\$14.673-\$14.926)	\$16.123-\$16.376

Maximum rate for Housekeeping Aide is reached after 2 years and for Electrician after 6 months.

Weekend Premium (new): Effective June 8, 1990, 45¢ for each hour worked on Saturday and Sunday.

Paid Vacation (full-time): 3 weeks after 2 (3) years of service, and 4 weeks after 6 (8) years. Effective in the 1990 vacation year, 4 weeks after 5 years.

Vacation Pay (part-time): 6% after 3,400 (5,175) hours of service, 8% after 10,350 (13,800) hours, and 10% after 25,875 (29,325). Effective in the 1990 vacation year, 8% after 8,625 hours.

Health and Welfare (full-time):	<u>Major Medical</u> - Effective June 8, 1990, deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family.
	<u>Vision Care</u> - Effective June 8, 1990, maximum claim is \$90 (\$60) per person every 2 years.
	<u>Hearing Aids</u> - Effective June 8, 1990, lifetime maximum claim is \$500 (\$300) per person.
	<u>Dental Plan</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective June 8, 1990, employer pays 75% (50%) of premium costs.
Payment in Lieu of Fringe Benefits (part-time):	Effective June 8, 1990, 12% (14%) of straight time hours paid. This reduction is due to replacement of OHIP premiums with employer paid health tax.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Atomic Energy Labour Alliance (CRNL) (CLC):
A 22-month renewal agreement effective from June 1, 1990 to March 31, 1992, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 days.

Wages:	Effective	<u>May 6/90*</u>	<u>Oct. 1/90</u>
	General Increases	3%	3%
	Labourer	\$11.97-\$12.33 (\$11.62-\$11.97)	\$12.33-\$12.70
	Process Operator	\$16.37-\$16.86 (\$15.89-\$16.38)	\$16.86-\$17.37
	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	General Increases	4%	2.5%
	Labourer	\$12.82-\$13.21	\$13.14-\$13.54
	Process Operator	\$17.53-\$18.06	\$17.97-\$18.51

Maximum rates are reached on merit.

* Wage increase is effective the first day of the pay period in which ratification takes place.

Shift Premium:	<u>Regular Shift Employees</u> - 0-45¢-54¢ (0-42¢-51¢), an additional 57¢ (54¢) per hour for regularly scheduled work on Saturday and \$1.36 (\$1.28) per hour on Sunday. Effective June 1, 1991, 0-48¢-58¢, 60¢ on Saturday and \$1.45 on Sunday.
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Rotating Shift Employees - 58¢ (55¢) per hour for employees scheduled to work on continuous rotating shifts for a minimum of 6 months. Effective June 1, 1991, 62¢.

Health and
Welfare:

Life Insurance - Employer pays 100% of premium costs for coverage equivalent to annual earnings (unchanged). Employer pays 1/6 of premium costs for a second amount of coverage equivalent to annual earnings. Beginning at age 61, this benefit declines by 10% per year until age 70; however, at age 65, employees are eligible for a \$500 paid-up benefit (new).

Semi-Private Hospitalization and Major Medical - Employer pays a monthly medical-hospital allowance of \$4.50 for single coverage and \$12 for family coverage to employee subscribers in the hospital and medical plans. (Previously, employer paid an allowance equivalent to 100% of applicable premium costs.)

PERSONAL SERVICES

Commonwealth Hospitality Limited, previously Commonwealth Holiday Inns of Canada Limited, Holiday Inn of Toronto-Downtown - Local 75, Hotel Employees (AFL-CIO/CLC): Two 36-month renewal agreements effective from January 1, 1990 to December 31, 1992, covering 385 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 6/90</u>	<u>July 7/90</u>	<u>Jan. 5/91</u>
	Increases	28¢-49¢	17¢-41¢	18¢-43¢
	Server (Waiter/Waitress)	\$5.78 (\$5.50)	\$5.95	\$6.13
	1st Cook	\$10.32 (\$9.83)	\$10.73	\$11.16
	Effective	<u>July 6/91</u>	<u>Jan. 4/92</u>	<u>July 4/92</u>
	Increases	18¢-34¢	19¢-34¢	13¢-36¢
	Additional Adjustment		12¢-13¢ for some classifications	
	Server	\$6.31	\$6.50	\$6.63
	1st Cook	\$11.50	\$11.84	\$12.20

Tour Baggage Premium (new): Effective May 18, 1990, \$1.25 per tour bag in and out. Effective January 1, 1991 and 1992, \$1.35 and \$1.50 respectively.

Bereavement Leave: 2 (1) days' paid leave upon death of brother/sister-in-law.

Health and Welfare: Dental - Effective June 1, 1990 coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1991 and 1992, the 1989 and 1990 fee schedules respectively.

Four Seasons Hotel Toronto, (Four Seasons Yorkville), at Toronto - Local 351, Textile Processors (Ind.): A 34 1/2-month renewal agreement effective from May 12, 1990* to March 27, 1993, with wages retroactive to March 28, 1990, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previous agreement expired on March 27, 1990.

Wages:	Effective	<u>Mar. 28/90</u>	<u>Sep. 28/90</u>	<u>Mar. 28/91</u>
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Pay Equity Adjustment**	11¢ for Dishwashers			
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Increases

Gratuity Position	5%	3%	4%
Non-Gratuity Position	5%	5%	4%

Waitress/Waiter	\$6.39 (\$6.09)	\$6.58	\$6.84
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Electrician	\$16.43 (\$15.65)	\$17.25	\$17.94
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	<u>Sep. 28/91</u>	<u>Mar. 28/92</u>	<u>Sep. 28/92</u>
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Increases

Gratuity Position	3%	4%	3%
Non-Gratuity Position	4%	4%	4%

Position

Waitress/Waiter	\$7.05	\$7.33	\$7.55
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Electrician	\$18.68	\$19.42	\$20.20
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** Effective January 1, 1992, 17¢ for Housekeepers.

Additional Adjustments: Effective January 1, 1993, 20¢ for Housekeepers and Housepersons.

Shift Premium:	50¢ per hour for maintenance employees and 40¢ per hour for all other employees, if majority of scheduled hours are between 11 a.m. and 7 a.m (previously, 30¢ per hour for houseman, switchboard operator, night bellman, service bar worker; 10¢ per hour for room service cashier and night cleaner).
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Training Premium \$1.00 per hour for all hours worked as a trainer.
(Gratuity Positions) (new):

Overtime Pay: Time and one-half for all hours worked on 6th and 7th day (excluding banquet department and room service).

Paid Holidays: Effective March 27, 1992, 1 floating day is added for a total of 12 (11) days.

Paid Vacation: Effective March 27, 1992, 4 weeks after 12 (13) years of service, 5 after 20.

Health and Welfare: Effective May 12, 1990, employer contributes \$85 (\$80) per month per employee to the Health and Welfare Fund. Effective March 28, 1991 and 1992, \$90 and \$95 respectively.

Pension Plan: Effective September 28, 1992, 25¢ (10¢) per hour worked.

Safety Shoes: Employer will pay 50% of the cost of one pair per year to a maximum of \$50.00, for designated employees.
Allowance (new):

Shoe Allowance (Doorman) (new): Employer pays 50% of the cost of one pair of winter shoes or boots per year, to a maximum of \$50.00.

PROVINCIAL ADMINISTRATION

Workers' Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 2,300 employees, settled by arbitration in May 1990. Duration of negotiations - 17 1/2 months.

Wages:	Effective	<u>Oct. 1/88</u>	<u>Oct. 1/89</u>
General Increases		6.5%	6.5%
<u>Weekly Rates</u>			
<u>Clerical and Administrative</u>			
36 1/4 hours per week			
Salary Grade 001 (Records Control Clerk 3)		\$360.20-\$387.75 (\$338.22-\$364.08)	\$383.61-\$412.95
Salary Grade 009 (includes Buyer-DRC)		\$593.30-\$726.80 (\$557.09-\$682.44)	\$631.86-\$774.04

Effective	<u>Oct. 1/88</u>	<u>Oct. 1/89</u>
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Industrial

37 1/2 hours per week

Salary Grade 021 (Sewing Machine Operator)	\$394.27 (\$370.21)	\$419.90
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Salary Grade 032 (includes Electrician)	\$656.14 (\$616.09)	\$698.79
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Maximum rate for Records Control Clerk 3 is reached after 18 months, and for Buyer-DRC after 3 years.

Shift Premium: 0-55¢-60¢ (0-50¢-55¢).

Health and Welfare: Dental - Effective May 30, 1990, employer pays 100% (90%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Vision - Effective June 1, 1990, maximum claim is \$150 (\$100) every two years.

Mileage Allowance: Effective May 30, 1990, 29.5¢ (28.5¢) per kilometre up to 8,050 kilometres, 23.5¢ (22.5¢) up to 24,160 kilometres and 18.5¢ (17.5¢) per subsequent kilometres for travel in Northern Ontario. 29¢ (28¢) per kilometre for up to 8,050 kilometres, 23¢ (22¢) up to 24,160 kilometres and 18¢ (17¢) for subsequent kilometres for travel in Southern Ontario.

Downsview Rehabilitation Centre Closure

Job Security: Affected employees will be offered continuance of employment and will be retrained if necessary at the time of closure. Salary level and progression to be maintained for 2 years from the date of closure, after which employee receives 50% of pertinent general salary increases or maximum of lower salary grid, whichever is higher. (new)

Severance Pay: The following provision applies to employees who are not provided with reasonable alternative employment at the time of closure and who do not accept an offer of general employment: cash payout of unused sick leave (unchanged) plus 1.5 week's pay per year of service for employee with 1 to 5 years of service, 2 weeks' pay per year of service for employee with 5 to 20 years of service and 2.5 weeks' per year of service for employee with 21 or more years. (new)

1 week's pay per year of service, to a maximum of 26 weeks' pay, for employee with 5 or more years of service who is provided with alternative employment at the time of closure but declines such employment. (new)

LOCAL ADMINISTRATION

North Bay City Corportion - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 12- month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 270 employees, settled at the direct bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General Increases	4%	3%
	Additional Adjustments	Some classification adjustments and minor restructuring of wage schedule	
	Labourer	\$13.08 (\$12.58)	\$13.47
	Licensed Mechanic	\$16.26 (\$15.63)	\$16.75
	<u>Annual Rates</u>		
	Switchboard Operator	\$20,620-\$24,197 (\$19,135-\$22,575)	\$21,239-\$24.923
	Contract Inspector I	\$31,924-\$37,495 (\$30,696-\$36,053)	\$32,882-\$38,620
	Maximum rates for Switchboard Operator and Contract Inspector I are reached after two-9 month increases.		
Shift Premium:	0-50¢-60¢ (0-50¢-50¢).		
Vacation Pay (Part-time):	5.77% after 3,640 hours worked for an employee in a 35 hour per week classification and after 4160 hours worked in a 40 hour per week classification. (Previously, 5.77% after 4160 hours worked for all part-time employees.)		
Health and Welfare:	<u>Continuation of Benefits</u> - Employer continues to pay its portion of premium costs for the first 36 months of WCB claim (new). Employer continues to pay its portion of premium costs until sick leave credits are exhausted prior to going on LTD. (Previously, coverage continued for a maximum of 4 months prior to going on LTD.)		
Mileage Allowance:	29¢ (28¢) per kilometre for 0-4,000 kilometres, and 25¢ (24¢) per kilometres for 4,0001-10,700 kilometres.		

Addenda

February 1990 Settlement

EDUCATION AND RELATED SERVICES

York Region Roman Catholic Separate School Board at Richmond Hill - Local 2331, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and educational assistants): A 36-month early renewal agreement effective from July 1, 1989 to June 30, 1992, covering 650 employees, settled at the bargaining stage and ratified in February 1990. Duration of negotiations - 1 day.

* Previous agreement was scheduled to expire December 31, 1990 and was re-opened to reflect pay equity adjustments.

Wages:	Effective	<u>Jul. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	3.53%	
	Pay Equity Adjustment		\$1.41
	Clerical Level I (Junior Clerk-Typist)	\$9.98-\$11.05 (\$9.64-\$10.67)	\$11.39-\$12.46
	Educational Assistant Level 3	\$11.61-\$12.97 (\$11.21-\$12.53)	\$13.02-\$14.38
	Secretarial Level 4 (includes Head School Secretary)	\$12.23-\$14.24 (\$11.81-\$13.75)	\$13.64-\$15.65
	Effective	<u>Jul. 1/90</u>	<u>Jul. 1/91</u>
	General Increases	3.1%	6%
	Clerical Level I	\$11.74-\$12.85	\$12.44-\$13.62
	Educational Assistant Level 3	\$13.42-\$14.83	\$14.23-\$15.72
	Secretarial Level 4	\$14.06-\$16.14	\$14.90-\$17.11

Maximum rate for Junior Clerk-Typist and Educational Assistant, Level 3 is reached after 3 annual increases and for Head School Secretary after 4 annual increases.

Paid Vacation: Effective June 30, 1990, 3 weeks after one year of continuous service (unchanged). Employee hired prior to June 30 is considered to have 1 year of continuous service on June 30, regardless of actual date of hire. (Previously, 1 day for each month of service up to a maximum of 10 days if less than 1 year of service.) 4 weeks after 9 (10) years of service.

Health and Welfare: Dental - Employer pays 80% (70%) of the premium costs. Coverage is based on current ODA fee schedule.

Major Medical - Employer pays 100% (80%) of the premium costs.

Vision (new) - Maximum claim is \$200 every 2 years. 75%-25% co-insurance factor.

Paid Maternity Leave (new): SUB - For leave commencing after November 1, 1989, employee shall receive an allowance equal to the UIC benefit for the 2-week UIC waiting period.

April 1990 Settlement -

ELECTRICAL PRODUCTS

Inglis Limited at Cambridge - Local 595, Communications-Electrical Workers (CLC):
A 36-month renewal agreement effective from May 22, 1990 to May 21, 1993 with wages retroactive to April 9, 1990, covering 350 employees, settled at the conciliation officer stage and ratified in April. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 9/90</u>	<u>May 26/91</u>	<u>May 24/92</u>
General Increases		55¢	57¢	60¢
Additional Adjustment	Restructuring of wage schedule			
Level 1 (General Labourer)		*\$9.98-\$11.98 (\$10.73-\$11.43)	\$10.55-\$12.55	\$11.15-\$13.15
Level S-2 (includes Electrician)		\$17.85 (\$15.10-\$15.80)	\$18.42	\$19.02

Maximum rate for Level 1 is reached after 24 (6) months.

* Effective May 20, 1990, start rate for new employee is \$2 per hour below the respective current 6-month rate, except for S-2 classifications.

Shift Premiums: Effective May 20, 1990, 0-38¢-43¢ (0-36¢-41¢). Effective May 26, 1991, 0-39¢-44¢. Effective May 24, 1992, 0-40¢-45¢.

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: The following benefits are effective June 1, 1990, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$17,000 (\$16,500).
Effective June 1, 1991 and 1992, \$17,500 and \$18,000
respectively.

Weekly Indemnity - Day surgery is included under first day of
hospitalization (new).

Semi-Private Hospitalization - Maximum daily rate is \$50 (\$40).
Effective June 1, 1991 and 1992, \$60 and \$70 respectively.

Dental Plan - Coverage is based on the 1988 (1987) ODA fee
schedule. Effective June 1, 1991 and 1992, the 1989 and 1990
ODA fee schedule respectively.

Pension Plan: Employer Contribution- Effective May 20, 1990, 50¢ (45¢) per
hour per employee. Effective May 26, 1991, 53¢. Effective May
24, 1992, 55¢.

Safety Prescription Glasses: Effective May 20, 1990, maximum \$70 (\$60) per pair every 2
years. Effective May 26, 1991, \$75. Effective May 24,
1992, \$80.

Safety Shoe Allowance: Effective May 20, 1990, \$65 (\$55) per pair per year. Effective
May 26, 1991, \$70. Effective May 24, 1992, \$75.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JUNE 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in June, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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MINES

Giant Yellowknife Mines Limited, Timmins Division - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 25/90</u>	<u>July 1/91</u>
	General Increases	80¢	78¢
	Job Class 1 (Labourer)	\$12.20 (\$11.40)	\$12.98
	Job Class 21 (includes Electrician Specialist, Plant)	\$17.31 (\$16.51)	\$18.09

The following provisions refer to the new 12 hour shift operation.

Hours of Work: 12 hours per day; 80 hours in 2 weeks.

Shift Premium: Nightshift, 63¢ per hour worked between 7 p.m. and 7 a.m..

Sunday Premium: 85¢ per hour.

Paid Meal Period: Two 1/2 hour paid meal periods for employees on continuous shift.

Paid Holidays: If employee is not required to work on a statutory holiday, 8 hours pay. If an employee is required to work, paid double basic rate for all hours worked in addition to 8 hours' pay.

Bereavement Leave: Total accumulated hours paid for leave shall not exceed 24 hours.

The following provisions refer to all operations.

Health and Welfare: Life Insurance and AD & D - Effective July 1, 1991, the benefit is \$25,000 (\$20,000).

LTD - Benefit is \$725 per month (unchanged) payable until age 65, death or for the duration of the disability (previously, for a maximum of 8 years). Employer pays 80% (60%) of the premium costs.

Vision Care - Maximum claim is \$120 (\$80) per person every 2 years.

Dental Plan - Coverage is based on 1989 (1987) ODA fee schedule to a maximum of \$1000 per member and dependant per year.

Pension Plan: Basic Benefit - \$12 (\$8) per month per year of service prior to 1971; \$12 after 1971 (unchanged). Effective July 1, 1991, \$14 per month for each year of credited service.

Continuation of Benefits (previously not included in collective agreement) - An employee eligible to receive LTD benefits shall accrue credited service for a maximum of 10 years while eligible to receive LTD benefits.

Early Retirement Bridging Benefit (new) - Effective July 1, 1991, an employee aged 62, with 30 years of service will be entitled to an unreduced early retirement pension with a bridging benefit of \$300 per month payable from age 62 to age 65.

Tool Allowance: Effective September 1, 1991, \$275 (\$250) reimbursement per year for eligible employees.

Paid Union Leave: 3 (2) days per week for local Union President or designate.

Paid Health and Safety Leave (new): A Worker Health and Safety Representative will work as assigned by the Safety Department. Training will be provided. (Currently not in practise.)

Education Allowance: \$350 (\$200) maximum per employee, per course, per year.

Dickenson Mines Limited at Balmertown - Local 950, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 300 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
General Increases		4%	4%	4%
COLA Fold-in		34¢		
Labourer		\$16.36 (\$15.39)	\$17.01	\$17.69
Machinist I		\$18.94 (\$17.87)	\$19.70	\$20.49

Previous rates reflect 55¢ Cola folded into wages during the previous agreement.

COLA: 1¢ per 0.30 point change in the CPI - 1971=100, using the April 1990 index as the base. Adjusted quarterly (Basic formula is unchanged).

Trade Certificate Premium:	50¢ (25¢) per hour; effective April 1, 1991 and 1992, 75¢ and \$1.00 respectively.
Call Back Pay:	A paid 8-hour rest period before starting next shift, if balance of shift worked (new).
Bereavement Leave:	5 days' paid leave upon death of grandchild (new).
Health and Welfare:	<u>Life Insurance and A.D & D</u> - Benefit is \$28,000 (\$24,000). Effective April, 1992, \$30,000. <u>Weekly Indemnity</u> - Benefit is \$383 (\$318) per week. <u>LTD</u> - Benefit is only offset by WCB payments (previously offset by CPP, WCB, or any group/retirement plan provided by company). <u>Major Medical</u> - Maximum benefit is \$7,500 (\$5,000). <u>Vision</u> - Maximum claim is \$200 every 2 years (previously \$100 every year). <u>Dental</u> - Coverage continues to be updated annually to the previous year's ODA fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$22 (\$21) per month of service. Effective April 1, 1991 and 1992, \$24 and \$26 respectively. <u>Early Retirement</u> - Employee eligible for an unreduced pension after 30 years of service (new). Bridging benefit is \$200 per month from retirement until age 65 (new).
Paid Rest Period:	One paid 30-minute lunch break for surface employees (previously 1 hour lunch on employee's own time).
Clothing Allowance:	Effective April 1, 1991, employees provided with 2 pairs of oilers and jackets per year (previously \$175 allowance). Company will supply oilers and jackets for employees underground on an intermittent basis (new).
Tool Allowance:	Effective April 1, 1991, \$175 (\$150) per year. Effective April 1, 1992, \$200.

FOOD AND BEVERAGE

H. J. Heinz Company of Canada Limited at Leamington - Local 459, Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control employees): Three 24-month renewal agreements effective from May 1, 1990 to April 30, 1992, covering 1,015 employees, settled with mediation assistance. Duration of negotiation - 5 months.

Wages: Effective May 1/90

No increase in rates
that were in effect
at the expiry of
the previous
agreement.

Plant Employees

Grade I (Light \$14.69
Production Worker "B)

Grade X (Skilled \$16.70
Maintenance A)

Rates reflect 25¢ COLA folded into wages on May 1, 1989.

COLA: 76¢ COLA generated under the previous agreement continues to float. 1¢ per 0.325 point change in the CPI - 1971=100, using April 1990 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-44¢-66¢ (0¢-43¢-65¢).

Health and Life Insurance for Retirees - Benefit is \$6,000 (\$5,000).
Welfare:

Major Medical - Coverage for physiotherapy is based on the 1988 (1987) OPA fee schedule.

Vision - Maximum claim is \$150 (\$145) per person every 2 years. Effective May 1, 1991, \$155.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective May 1, 1991, 1990 ODA fee schedule.

Pension Plan: Basic Minimum Benefit - Effective January 1, 1990, \$27 (\$26) per month per year of service. Effective January 1, 1991, \$29.

Meal Allowance \$7 (\$5.50). Effective May 1, 1991, \$8.
(Highway
Transport
Drivers):

Thomas J. Lipton Inc. at Bramalea - Local 327, Grain Millers (AFL-CIO/CLC):
A 36-month renewal agreement effective from February 16, 1990 to February 15, 1993, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 16/90</u>	<u>Feb. 16/91</u>	<u>Feb. 16/92</u>
General		5.5%	5.0%	6.0%
Increases				

Job Grade 1 (includes General Labour)	\$12.23 (\$11.59)	\$12.84	\$13.61
Job Grade 11 (Electronic Electrician)	\$17.52 (\$16.61)	\$18.40	\$19.50
Shift Premium:	Effective February 16, 1990, 0-30¢-38¢ (0-28¢-36¢). Effective February 16, 1991, 0-31¢-39¢. Effective February 16, 1992, 0-33¢-41¢.		
Sanitation Work Premium:	50¢ per hour. Effective February 16, 1991, 51¢. Effective February 16, 1992, 53¢.		
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$3,500 (\$2,500).		
Safety Shoe Allowance:	Maximum \$60 (\$52) per year. Effective February 16, 1992, \$65.		
Tool Allowance:	Effective February 16, 1990, \$80 (\$75) per year. Effective February 16, 1991, \$85. Effective February 16, 1992, \$95. \$1,000 (\$700) for loss of all tools due to burglary or fire.		

TEXTILE

Fiberglas Canada Inc., Textile Plant at Guelph - Local 1305, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1990 to May 31, 1992, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>
	General Increases	5%	5%
	<u>Non-Continuous Shift</u>		
	General Labour	\$15.38 (\$14.65)	\$16.15
	Electrician	\$18.54 (\$17.66)	\$19.47
Shift Premium:	0-31¢-47¢ (0-26¢-42¢). 47¢ (42¢) per hour worked between 7 p.m. and 7.a.m. on a continuous shift.		
Overtime Pay:	Time and one-half for hours worked after 7 p.m. on Christmas eve (new).		
Health and Welfare:	<u>Vision</u> - Maximum claim is \$50 (\$40) every 2 years. Effective June 1, 1991, \$60.		

Dental - Coverage continues to be updated to the current year's ODA fee schedule.

Severance Pay (new): 1 week's pay per year of service, to a maximum of 26 weeks, for employee who is terminated due to plant closure. An additional 1/2 week's pay per year of service beyond 26 years. Employees on inactive seniority list are not eligible.

WOOD

Atikokan Forest Products Inc. at Sapawe and McKenzie Forest Products Inc. at Hudson - Local 2693, IWA-Canada (CLC) (sawmill employees): Two 36-month renewal agreements effective from September 1, 1989 to August 31, 1992, covering 265 employees, settled with mediation assistance at Hudson and mediation assistance during a work stoppage at Sapawe. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 14/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
	General	75¢	20¢	40¢
	Increases			

McKenzie Forest Products Inc.

Labourer, General	\$14.04 (\$13.29)	\$14.24	\$14.64
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Electrician "A"	\$16.84 (\$16.09)	\$17.04	\$17.44
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	<u>Feb. 1/92</u>	<u>Aug. 31/92</u>
General Increases	30¢	35¢

Labourer, General	\$14.94	\$15.29
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Electrician "A"	\$17.74	\$18.09
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Lump Sum Payments: Effective July 1, 1990, \$300 per employee. Effective July 1, 1991, \$300 per employee. Effective July 1, 1992, using the formula of the number of hours worked by the employee from September 1, 1989 to date of ratification times 75¢ per hour.

Shift Premium: Effective September 1, 1990, 0-39¢-41¢ (0-35¢-39¢). Effective September 1, 1991, 0-41¢-44¢.

Paid Education Leave (new): 10 days' per year at the employees' regular rate.

Health and Welfare: AD & D - Effective July 15, 1990, benefit is \$35,000 (\$30,000).

Weekly Indemnity - Effective July 1, 1990, \$384 (\$318).
Effective September 1, 1991, \$400.

LTD - Effective September 1, 1990, maximum benefit is \$1,300 (\$1,150) per month.

Dental - Effective June 14, 1990, coverage is based on the 1988 ODA fee schedule. Effective September 1, 1990, coverage is based on the 1989 ODA fee schedule. Effective September 1, 1991, coverage is based on the 1990 ODA fee schedule.

Pension Plan: Effective March 1, 1992, the employer will contribute \$30 (\$15) per month to each eligible employee's pension account plus an additional \$30 (\$15) per month if the employee makes a \$30 (\$15) contribution. Effective August 31, 1992, all contributions will be made at the rate of \$45 per month.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa and Toronto, Ontario and Montreal, Quebec - Locals 500M, 517M, 588M and 555M, Graphic Communications Union (AFL-CIO/CLC) (lithographers, photoengravers and web press employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 1,000 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 months.

Web press employees were previously covered under a separate agreement.

Wages:	Effective	Jan. 1/90	Jan. 1/91
General Increases		5.75%	5.5%
Floor-Helper (after 6 months)		\$11.96 (\$11.31)	\$12.62
Platemaker (non-trade platemaking shop) (key industry rate)		\$24.27 (\$22.95)	\$25.60
Journeyman Pressman (4 colour press to 1068mm with computer print control)		\$28.38 (\$26.84)	\$29.94
First Web Pressman (Perfecting in-Line Web Press up to 1420mm)		\$30.92 (\$29.24)	\$32.62
Journeyman Pressman (6 colour press to 1610mm with computer print control)		\$31.07 (\$29.38)	\$32.78

Photoengraver
Toronto and Hamilton

Minimum Weekly Rates
35 hours per week

Journeyman- Day Shift	\$867.53	\$915.24
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Paid Vacation: Effective January 1, 1991, 5 weeks after 14 (15) years of service.

Bereavement Leave: Up to 5 days paid leave upon death of a spouse, children, mother, and father. Up to 3 days paid leave upon death of a sister, brother, grandmother, grandfather, mother-in-law, father-in-law, son-in-law, daughter-in-law, step-mother, step-father, step-brother, step-sister, brother-in-law, and sister-in-law.

Health and Welfare: Benefit Fund - Employer Contribution - Effective January 1, 1990, \$149.77 (\$142.82) per month per employee. Effective January 1, 1991, \$150.77.

Pension Plan: Employer Contribution - Effective January 1, 1991, \$27 (\$18) per week per employee.

Education Training Programme: Employer Contribution - \$3.55 (\$3.40) per week per employee for lithography and photoengraving employees. Effective January 1, 1991, \$3.70.

SUB: Funding - \$700 (\$500) times number of employees.

Benefit - \$325 (\$275) per week. Effective January 1, 1991, \$375.

Safety Shoe Allowance: \$60 (\$55) per year.

Council of Printing Industries of Canada, Toronto and district - Local 500M, Graphic Communications Union (AFL-CIO/CLC) (Bindery): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 485 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
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General Increases	5.75%	86¢
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Hourly Rates for Day Shift

Journey II	\$14.15 (\$13.38)	\$15.01
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Journey I	\$20.19 (\$19.09)	\$21.05
Night Shift Premium:	A maximum of \$1.15 (\$1.10) per hour. Effective January 1, 1991, \$1.20.	
Paid Vacation:	Effective January 1, 1991, 5 weeks after 16 (17) years of service.	
Bereavement Leave:	Up to 3 days' paid leave upon death of mother-in-law, father-in-law, sister-in-law, brother-in-law, step-mother, and step-father (new).	
Health and Welfare:	<u>Benefit Fund - Employer Contribution</u> - Effective July 1, 1990, \$149.77 per month per employee towards premium costs of all insured benefits; effective January 1, 1991, \$150.77. (Previously, \$32.96 per week.)	
Pension Plan:	<u>Employer Contribution</u> - Effective January 1, 1991, \$3.60 (\$1.75) per employee per shift. Employees' contributions no longer made. (Previously, employees contributed \$1.75 per shift.)	
Safety Shoe Allowance:	\$60 (\$55) per year.	

METAL FABRICATING

Canron Inc., Eastern Structural Division at Etobicoke - Employees Association (Ind.): A 24-month renewal agreement effective from April 14, 1990 to April 13, 1992, covering 221 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 14/90</u>	<u>Apr. 14/91</u>
	COLA Fold-in	48¢	
	General Increases	6%	5.5%
	Group 8 (includes Helper)	\$12.91 (\$11.70)	\$13.62
	Group 1 (includes Certified Electrician)	\$18.67-\$19.26 (\$17.13-\$17.69)	\$19.70-\$20.32
	Previous rates reflect 62¢ COLA folded into rates during the previous agreement.		
COLA:	1¢ (2¢) per 0.5 point increase in the CPI - 1971=100, using the April 1990 index as the base. Triggered at 5%. Adjusted quarterly.		
Retention of Seniority:	30 (24) months in the case of layoff or illness. By mutual agreement, the period may be extended.		

Pension Plan: Basic Benefit - \$16 (\$14) per month per year of service.
Supplemental Benefit - \$14 (\$12) per month per year of service.

Wabco-Standard Trane Inc., Trane Canada Division at Toronto - Local 512,
Electrical Workers (UE) (CLC): A 33 1/2-month renewal agreement effective from June 4, 1990* to March 19, 1993, covering 245 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Previous agreement expired March 23, 1990.

Wages:	Effective	<u>June 4/90</u>	<u>Mar. 25/91</u>	<u>Mar. 23/92</u>
General Increases		5.5%	5%	5%
Skilled Trades Adjustments			1%	0.5%
General Labourer		\$11.25-\$13.49 (\$10.66-\$12.79)	\$11.81-\$14.16	\$12.40-\$14.87
Tool & Die Maker		\$13.47-\$16.26 (\$12.77-\$15.41)	\$14.29-\$17.24	\$15.08-\$18.19

COLA: 1¢ per 0.2% point increase in the CPI - 1981=100, using the March 1990 index as the base. Triggered at 5.5% (4%) and folded into wages March 25, 1991. Triggered at 5% in the third year of the agreement and folded into wages March 23, 1992. (Basic formula is unchanged. Formula did not trigger.)

Lump Sum Settlement Payment: \$200 per employee on active payroll June 4, 1990.

Shift Premium: 0-50¢-55¢ (0-45¢-50¢). Effective March 23, 1992, 0-55¢-60¢.

Jury Duty/Witness Leave: Employee receives the difference between regular daily wages and fees received for a maximum of 30 (20) days per calendar year.

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: The following changes are effective June 4, 1990, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$17,000 (\$16,000). Effective March 25, 1991 and March 23, 1992, benefit is \$18,000 and \$19,000 respectively.

Weekly Indemnity - Benefit is \$265 (\$260). Payable on a 1/14/26 basis (unchanged). Effective March 25, 1991 and March 23, 1992, \$270 and \$275 respectively.

Vision Care Plan - Maximum claim is \$80 (\$70) every 2 years. Effective March 23, 1992, \$90.

Dental Plan - Coverage is based on 1989 (1988) ODA fee schedule. Effective February 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective March 26, 1990, \$15 (\$14.50) per month per year of service. Effective March 25, 1991, and March 23, 1992, \$15.50 and \$16 respectively.

Clothing Allowance (new): \$20 reimbursement every 2 years towards the purchase of a winter jacket for seniority maintenance, shipping, and receiving employees, and forklift truck drivers, assigned outside work during winter.

Meal Allowance: \$5 (\$3) after 2 hours of overtime.

Safety Shoe Allowance: Maximum \$60 (\$55) per year. Effective March 25, 1991, \$65.

Temporary Transfer Pay (new): Employee temporarily transferred to higher classification receives appropriate rate for all hours so employed. For temporary transfers to lower classification, employee will continue to receive regular rate of pay.

Crane Canada Inc. at Brantford - Local 7480, United Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 285 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
General Increases		4%	4%	4%
Additional Adjustment		5¢-30¢ for certain classifications	10¢-40¢ for certain classifications	15¢-60¢ for certain classifications
Assembler		\$10.19 (\$9.80)	\$10.60	\$11.02
Electrician Electronics		\$16.49 (\$15.56)	\$17.40	\$18.40

Lump Sum Payment: Signing Bonus - \$300 per employee. \$30 per week for every week worked after March 31, 1990 for employees on lay off.

Pager Premium: 25¢ (20¢) per home. Effective April 1, 1991 and 1992, 35¢ and 50¢ respectively.

Lead Hand Premium: \$1.00 per hour more than the highest rate in group. Effective April 1, 1991, 25¢. Effective April 1, 1992, 25¢ (new).

Health and Welfare: United Steelworkers Health and Welfare Fund - Employer contributes 69¢ (92¢) per hour worked. (Reduction is due to the elimination of the OHIP premium which was previously paid from the 92¢.) Effective April 1, 1991, 71¢. Effective April 1, 1992, 74¢.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service. Effective April 1, 1991, \$16. Effective April 1, 1992, \$17.

All employees retiring during the life of the agreement shall get the benefit of \$17 per month per year of service.

Humanity Fund: Employee Contribution - 1¢ per hour per week to a maximum of a \$1.70 per month to a fund administered by the union.

TRANSPORTATION EQUIPMENT

Boeing Canada Limited, de Havilland Division at Toronto - Locals 112 and 673, Canadian Auto Workers (CLC) (office/clerical and production employees): Two 36-month renewal agreements effective from June 23, 1990 to June 22, 1993, covering 4340 employees, settled in post conciliation bargaining. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 23/90</u>	<u>June 23/91</u>	<u>June 23/92</u>
General Increases		3%	3%	3%
COLA Fold-in		\$1.55		
Skilled Trades Adjustments		45¢ per hour (Hourly) \$16.88 per week (Office)	30¢ per hour \$11.25 per week	30¢ per hour \$11.25 per week
Additional Adjustments		5¢-17¢ per hour for Grades 5-8 (Hourly) \$1.88-\$3.00 per week for grades 6-9 (Office) Some Classifications Restructured		
<u>Production - Hourly Rates</u> 40 hours per week				
Labourer		\$17.05 (\$15.05)	\$17.56	\$18.09

Tool and Die Maker	\$21.32 (\$18.76)	\$22.26	\$23.23
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Office/Clerical - Weekly Rates
37.5 hours per week

General Duty Clerk (Group 2)	\$615.00 (\$540.65)	\$633.45	\$652.45
Senior Process Planner	\$845.05 (\$747.61)	\$881.65	\$919.35

COLA: 1¢ per 0.12 point increase in the CPI - 1981=100, using 156.69 as the base. Adjusted quarterly. (Previously 1¢ per 0.3 point increase in the CPI - 1971=100.)

Health and Welfare: The following benefits are effective August 1, 1990 unless otherwise noted:

Life Insurance - Maximum wage-related benefit is \$25,000 (\$21,000).

AD & D - Benefit is \$12,500 (\$10,500).

LTD - Maximum wage-related benefit is \$1,200 (\$1,025).

Bridging Survivor Benefit - \$475 (\$400) per month.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500).

Dental - Coverage continues to be based on previous years' ODA fee schedule (1988). \$1,300 (\$1,000) maximum benefit for basic services per year; also \$1,300 (\$1,000) maximum lifetime benefit for orthodontic services; \$500 (\$125) maximum for root canal.

Major Medical - Coverage is extended to encompass nursing home care; hospice care, and out of province assistance (new).

Pension Plan: Basic Benefit - Effective January 1, 1991, \$27 (\$23) per month per year of service. Effective January 1, 1992 & January 1, 1993, \$28.50 and \$30 respectively.

Supplementary Pension - Bridge Benefit - Effective January 1, 1991, \$18 (\$16.50) per month per year of service to a maximum of 30 years.

Current retirees - Effective January 1, 1991, benefits increased by \$2 per month per year of service for employees retired prior to June 23, 1990. Effective January 1, 1992 and 1993, an additional 75¢ and 75¢ respectively.

Safety Shoe Allowance: General allowance increased effective September 1, 1990 to \$40 (\$30) per pair once per year. For the Paint shop, Cinci's, Marwin and Line, N/C Machines, an additional \$50 per year (new).

Paid Education Employer Contribution - 2¢ (1¢) per hour worked.
Leave:

ELECTRICAL PRODUCTS

Brock Telecom Limited, previously Microtel Limited at Brockville - Local 526, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from May 12, 1990 to May 11, 1992, covering 251 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	May 12/90	May 12/91
General Increases		5%	5%
Additional Adjustments		Restructuring of wage schedule to 6 (13) labour grades	
Labour Grade 1 (A) (includes Assembler)		\$12.84 (\$12.23)*	\$13.48
Labour Grade 5 (L) (includes Maintenance Electrician)		\$17.38 (\$16.55)	\$18.25

* Previous rate for Labour Grade 1 is a result of the restructure.

Minimum start rates are \$10.35 for Labour grades 1 & 2, and \$11.44 for Labour Grades 3, 4, 5, and 6. (Previously, \$9.86 for Grades A-D and \$10.90 for Grades E and above.) Effective May 12, 1991, \$10.87 and \$12.02 respectively.

Health and Welfare: Dental Plan - Coverage is based on the 1990 (1989) ODA fee schedule.

Major Medical and Semi-Private Hospitalization - Employer pays 100% of cost. (Previously, employer paid \$20.77 per month for single coverage and \$60.65 per month for family coverage.)

Pension Plan: Basic Benefit - \$24.25 (\$23) per month per year of service. Effective May 12, 1991, \$25.50.

Survivor Benefit - 60% (50%) of employee's pension benefit.

Meal Allowance: \$6 (\$5.50) per meal ticket.

Safety Prescription Glasses: \$43 (\$41) per pair. Effective May 12, 1991, \$46.

Safety Shoe Allowance: \$43 (\$41) per pair or 50% of cost, whichever is less. Effective May 12, 1991, \$46.

Phillips Cables Limited at Brockville - Local 510, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
General Increases		75¢	75¢
Additional Adjustments		50¢ per hour for classification #482 Bare Wire Utility Operator	
Utility Operator		\$14.35 (\$13.60)	\$15.10
Electrician Rate B		\$16.45 (\$15.70)	\$17.20

NOTE: Rates shown are base rates only. Employee in any classification can increase the job rate by a maximum of \$2 per hour by learning additional skills.

COLA: Suspended in the first contract year. Effective July 1, 1991, 1¢ per 0.34 point increase in the CPI - 1971=100, using June 1991 as the base index. Triggered at 5%. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Overtime Pay: Time and one-half for the first 8 hours and double time thereafter for employee on regular 3-shift operation required to work a 12-hour continuous shift. (Previously, employee paid the appropriate rate.)

Health and Welfare: Major Medical - Maximum annual benefit is \$100,000 (\$50,000) per employee and each dependent, less any benefit paid in the two preceding years. Chiropractor services maximums are \$10 (\$8) per visit to \$500 (\$200) per year.

Hearing Aids (new) - Employer pays 100% of premium costs. Maximum benefit is \$200 every 2 years.

Dental Plan - Coverage continues to be based on the current ODA fee schedule. Periodontic services and endodontic services are added, with the employer paying 100% of premium costs. Maximum benefit for each service is \$1,000 every 2 years (new).

Pension Plan: Basic Benefit - \$20.50 (\$17) per month per year of service. Effective July 1, 1991, \$22.

Meal Allowance: \$7 (5).

Safety Shoe Allowance: \$60 (\$50) per pair. Effective July 1, 1991, \$70.

Training Fund (new): Employer Contribution- 1% of annual base salary to a training fund for Local 510 members, jointly administered.

NON-METALLIC MINERAL PRODUCTS

Toronto and Vicinity Ready Mix Companies - Local 230, Teamsters (AFL-CIO): Several 24-month renewal agreements effective from April 1, 1990 to March 31, 1992, covering 850 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>
	General Increases	\$1.20	\$1.20
	Skilled Trades Adjustment	\$1.30	\$1.30
	<u>Lake Ontario Cement Ltd.</u> <u>Premier Concrete Div.</u>		
	Helper/Yardmen	\$20.10 (\$18.90)	\$21.30
	Clam Operator	\$20.50 (\$19.30)	\$21.70

Health and Welfare: Life Insurance and AD & D - Effective June 17, 1990, benefit is \$37,500 (\$35,000). Effective April 1, 1991, \$40,000.

LTD - Effective June 17, 1990, maximum benefit is \$900 (\$800) per month. Effective April 1, 1991, \$1,000.

Weekly Indemnity - Maximum benefit is \$350 (\$300) per week.

Vision Care - Effective June 20, 1990, maximum claim is \$130 (\$100) every 2 years.

Dental Plan - Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Drug Plan Benefits - To a maximum of 5 (3) years for employee on LTD.

Pension Plan: Employer Contribution - Effective April 1991, \$175 (\$160) per month per employee. Effective January 1, 1992, \$190.

AFG Glass Inc., previously Ford Glass Limited, at Scarborough - Local 295G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 2, 1990 to June 1, 1993, covering 303 employees, settled with mediation assistance following a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June/90</u>	<u>June 2/91</u>	<u>June 2/92</u>
	General Increases	62¢	52¢	68¢
	Skilled Trades Adjustment	50¢		
	Labourer	\$15.04 (\$14.42)	\$15.56	\$16.24
	Instrument Maintenance Man	\$17.99 (\$16.87)	\$18.51	\$19.19

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the average indexes for March, April and May 1991 as the base. Triggered at 5%. Any monies generated will be held in a separate account but shall be applicable in the calculation of all overtime, premiums, and allowances. Four additional quarterly calculations in the third year using May 1992 as the base and triggered at 4%. Any monies generated will be used to purchase a pay-direct card system for prescription drugs with \$1 deductible per prescription. (Previous formula was similar except triggers were 5% each year and there was no provision for a diversion of funds.)

Red Circled rates are now eliminated.

Health and Welfare: Life Insurance - Effective July 1, 1990, benefit is \$34,000 (\$33,000). Effective June 2, 1991 and 1992, \$35,000 and \$36,000 respectively.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$21.50 (\$20.50) per month per year of service. Effective June 2, 1991 and 1992, \$22.50 and \$23.50 respectively.

Current Retirees - Benefits are increased by 50¢ per month per year of service in each contract year respectively.

Supplemental Early Retirement "30-and-out" Benefit - \$575 (\$550) per month. Effective June 2, 1991 and 1992, \$600 and \$625 respectively.

Supplemental Disability Retirement Benefit - \$15 (\$14) per month per year of service. Effective June 2, 1991 and 1992, \$16 and \$17 respectively.

MISCELLANEOUS MANUFACTURING

Fisher Controls Company of Canada Limited at Woodstock - Local 636, Canadian Auto Workers (CLC): A 34-month renewal agreement effective from June 9, 1990* to March 31, 1993, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Previous agreement expired March 31, 1990.

Wages:	Effective	<u>June 9/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
COLA		78¢	78¢	
Fold-in				
Increases				
Grades 1-8		20¢	20¢	20¢
Grades 9-13		25¢	25¢	25¢
Skilled Trades Adjustments		50¢	25¢	25¢
Additional Adjustments	Minor Re-structuring of certain job classifications			
Grade 1 (includes Assembler Light)	\$14.79-\$14.89 (\$13.81-\$13.91)	\$15.77-\$15.87	\$15.97-\$16.07	
Grade 13 (includes Tool Maker "A")	\$16.37 (\$14.64-\$14.84)	\$17.65	\$18.15	

Maximum rate for Assembler Light is reached after 1 year.

COLA: \$1.56 was generated during the previous agreement, .78¢ was folded in on June 1, 1990 and April 1, 1991 respectively.

1¢ per 0.3 point change in the CPI - 1971=100, using the February 1979 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Hours of Work: Weekend shift (new) - 20 hours' pay for each 12-hour shift worked on Saturday and Sunday respectively, with 2 paid 20-minute rest periods in each shift. COLA and shift premiums will also be paid. Weekend shifts will be considered as 40 hours for the purpose of calculating benefit, vacation and/or other related entitlement and will be pro-rated when necessary.

Weekly Indemnity will not be paid for absences of 12 hours or less. Eligible employee will receive 8 hours' pay without additional time off for paid holidays. Hours will be calculated as hours paid instead of hours worked for the pension plan.

Shift Premium: 0-53¢-58¢ (0-43¢-48¢).

Temporary Transfer: Effective June 11, 1990, employee transferred or promoted out of the bargaining unit, will retain plant wide seniority and will continue to accumulate seniority for up to 1 year (6 months). Employee will be entitled to overtime in a work group to which he has been transferred for more than 3 days and will become first alternate in his original work group (new).

Responsibility Pay (new): 10¢ per hour worked for home positions in Machining Jobs and Manufacturing Unit Jobs where multiple pieces of major equipment are being operated simultaneously.

Health and Welfare: Life Insurance - Benefit is \$21,000 (\$20,000). Effective April 1, 1991 and 1992, \$22,000 and \$23,000 respectively.

AD & D - Benefit is \$21,000 (\$19,000). Effective April 1, 1991, \$22,000. Effective April 1, 1992, \$23,000.

Pension Plan: Early Retirement - Employee may retire with accrued entitlement if age plus years of service equal 85 (90).

Safety Shoe Allowance: \$60 (\$55) per year. Effective April 1, 1991 and 1992, \$65 and \$70 respectively.

Robertshaw Controls Canada Inc. at Toronto - Local 512, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 203 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	May 1/90	May 1/91
General Increases		5%	4.5%
COLA Fold-in		5¢	
Assembly II		\$10.21-\$10.51 (\$9.67-\$9.96)	\$10.66-\$10.98
Tool and Die Maker 1		\$17.37-\$17.66 (\$16.50-\$16.77)	\$18.16-\$18.45

COLA: 1¢ per 0.158 point increase in the CPI - 1981=100, from the September to December 1990 index. 3 further adjustments will be made in February and November 1991 and in February 1992. All adjustments capped at 5¢ and folded into wages. (Basic formula is unchanged).

Shift Premium: Effective June 20, 1990, 0-40¢-40¢ (0-38¢-38¢). Effective May 1, 1991, 0-42¢-42¢.

Paid Vacation: 5 weeks after 20 (21) years of service.

Bereavement Leave: Maximum 3 paid working days. (Previously, 3 calendar days.)

Health and Welfare: Life Insurance - Effective June 20, 1990, benefit is \$15,000 (\$13,000). Effective May 1, 1991, \$16,000.

Major Medical - Effective June 25, 1990, maximum lifetime claim is \$25,000 (\$10,000).

Dental Plan - Effective July 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective April 1, 1991 and April 1, 1992, on the 1990 and 1991 ODA fee schedules respectively. \$2,000 (\$1,000) annual maximum claim per person.

Pension: Employer Contribution - 25¢ (20¢) per hour worked to each employee's R.R.S.P.

Meal Allowance: \$6 (\$5). Effective May 1, 1991, \$6.50.

Safety Shoe Allowance: Effective June 20, 1990, \$60 (\$55). Effective May 1, 1991, \$65.

CONSTRUCTION

Architectural Glass and Metal Contractors Association, province-wide - Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 23-month renewal agreement effective from June 1, 1990* to April 30, 1992, covering 1,100 employees, settled with mediation assistance. Duration of negotiations - 2 months.

* Previous agreement expired April 30, 1990.

Package:	Effective	<u>June 1/90</u>	<u>Nov. 1/90</u>	<u>Jan. 1/91</u>	<u>May 1/91</u>
	Increases				
	London	\$1.73		.16¢	\$1.56
	Toronto	\$1.70	.30¢		\$1.70
	Ottawa	\$1.38		.17¢	\$1.55
	Oshawa,	\$1.38		.16¢	\$1.56
	Hamilton				
	and Sarnia				
	Kitchener	\$1.39		.15¢	\$1.55
	Kingston and	\$1.00			\$1.26
	Sudbury				
	Chatham,	.99¢			\$1.26
	Windsor				
	and Sault				
	Ste Marie				
	Thunder Bay	.99¢			\$1.52

Journeyman Glazier

Local 1919	\$20.76		\$22.02
Sault Ste Marie	(\$19.77)		

Local 1819	\$27.81	\$28.11	\$29.81
Toronto	(\$26.11)		

Effective	<u>Nov. 1/91</u>	<u>Jan. 1/92</u>
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Increases

Toronto	.32¢	
Ottawa		.20¢
Oshawa,		.21¢
Hamilton,		
London and		
Sarnia		
Kitchener		.22¢

Journeyman Glazier

Local 1819	\$30.12
Toronto	

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, industry and apprenticeship funds.

Welfare Fund: 80¢ (\$1) per hour worked.

Pension Fund: 60¢ (40¢) per hour worked to the International Pension Fund.

Industry Fund: Effective May 1, 1991, 5¢ (4¢) per hour worked.

Overtime Pay: Double time per hour worked beyond 8 hours on construction work on normal working days. Time and one-half per hour worked on non-construction work beyond 8 hours on a normal day and double time for all hours worked on weekends and statutory holidays. (Previously, time and one-half per hour worked beyond 8 for all work on normal days, Saturdays until noon and statutory holidays. Double time per hour worked on Saturdays after noon and Sundays.)

Mileage Allowance: 30¢ (25¢) per km.

Travel Local 200

Allowance:	0-8km (unchanged) - free	\$2 (\$1.85) for 9-16km
	\$3 (\$2.95) for 17-24km	\$4 (unchanged) for 25-32km
	\$5 (unchanged) for 33-40km	\$6 (\$5.50) for 41-48km

Local 1795

0-16km (unchanged) - free
 \$2.20 (\$2.10) for 17-24km \$3.34 (\$3.18) for 25-32km
 \$4.47 (\$4.26) for 33-40km \$5.50 (unchanged) for 41-48km

Board Allowance: \$13 (\$11) for dinner on overnight trips.

Ontario Erectors Association Inc., province-wide - Various Locals, Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 5,000 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>June 13/90</u>	<u>May 1/91</u>
General Increases		\$1.90	\$1.75
<u>Journeyman Ironworker</u> <u>Rigger, Welder and</u> <u>Fence Erector</u>			
Local 759, Thunder Bay		\$28.94 (\$27.04)	\$30.69
Local 721, Toronto		\$29.52 (\$27.57)	\$31.27

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds; 2¢ to district council fund; 10¢ to trade improvement fund, Locals 721 and 759, 5¢ and 2¢ respectively; 10¢ to industry fund, Local 759, 11¢.

Job Conditions Allowance: Effective May 1, 1991, employee working on a structure more than 200 feet receives \$6 (\$4) per day, \$7 (\$5) per day above 400 feet, \$8 (\$6) above 800 feet and \$10 (\$8) at 1,000 feet and over. Structures over 1,500 feet are negotiated prior to start-up (unchanged).

Board Allowance: Locals 700, 721, 736 and 765 - Employee working more than 160 kilometres from the locals centre receives \$42 (\$37) per day. Effective May 1, 1991, \$47.

Local 786 - \$23 (\$18) over 80 kilometres, \$31 (\$26) over 120 kilometres and \$44 (\$37) over 160 kilometres. Effective May 1, 1991, \$28, \$36 and \$49 respectively.

Local 759 - \$47 (\$43) over 80 kilometers and \$61 (\$55) over 120 kilometres. Effective May 1, 1991, \$51 and \$69 respectively.

Commuting Allowance: \$3.50-\$24 (\$3-\$14) per day worked, depending on the number of kilometres traveled and union Local. Local 759, 27¢ (23¢) per kilometre.

Ontario Painting Contractors Association, Acoustical Association Ontario, and Interior Systems Contractors Association of Ontario, province-wide - Ontario Council, Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction): A 23-month renewal agreement effective from June 1, 1990 to April 30, 1992, covering 2,100 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>June 1/90</u>	<u>May 1/90</u>	<u>Nov. 1/91</u>
	Increases			
	Toronto	\$1.75	\$1.75	50¢
	Hamilton/Niagara/ Windsor/Sudbury/ Sault Ste. Marie	\$1.30	\$1.30	20¢
	Sarnia/London/ Thunder Bay	\$1.40	\$1.40	20¢
	Ottawa/Kingston	\$1.40	\$1.30	20¢
	Grand Valley	\$1.25	\$1.05	20¢
	<u>Journeyman Painter, Brush</u>			
	Local 200, Ottawa	\$24.17 (\$22.77)	\$25.57	\$25.77
	District Council 46, Toronto & Oshawa	\$27.14 (\$25.39)	\$28.89	\$29.39
	Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds, 5¢ to the apprenticeship fund and 15¢ (10¢) to the industry fund. Effective May 1, 1991, 20¢ to the industry fund.			
Other Adjustments:	Unqualified Journeyman receives 20% (25%) less than the qualified Journeyman rate.			
Welfare Fund:	Employer contributes 50¢ (\$1.25) per hour. Effective August 1, 1990, 90¢ per hour.			
Board Allowance:	\$45 (\$40) daily and \$315 (\$280) weekly. Effective May 1, 1991, \$50 and \$350 respectively.			
Mileage Allowance:	28¢ per kilometre. (Previously, 35¢ per mile.)			

Ontario Sheet Metal and Air Handling Group, province-wide - Ontario Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 22-month renewal agreement effective from June 25, 1990 to April 30, 1992, covering 8,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Package:	Effective	<u>June 25/90</u>	<u>May 1/91</u>
	General Increases	\$1.90	\$1.75
	<u>Journeyman and Sheeter/Decker</u>		
	Local 504, Sault Ste. Marie	\$28.12 (\$26.22)	\$29.87
	Local 30, Toronto	\$29.745 (\$27.845)	\$31.495
	Local 539, Sarnia	\$30.36 (\$28.46)	\$32.11

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, and 5¢ to Industry Funds.

Shift Premium:	0-\$3.20-\$4.92 (0-\$3-\$4.72), except no change at Windsor-Chatham.
Irregular Hours Premium:	\$2.70 (\$2.50) for work performed outside of regular working hours that is not shiftwork or overtime.
Board Allowance:	\$47.40 (\$42.20) per day. Effective May 1, 1991, \$52.40.
Zone Allowance:	\$5.13-\$29.85 (\$4.66-\$27.14). Effective May 1, 1991, \$5.64-\$32.27.

Ontario Terrazzo, Tile and Marble Guild Inc., province wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 2,000 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 3 months.

Package:	Effective	<u>June 27/90</u>	<u>May 1/91</u>	<u>Nov. 1/91</u>
	Increases			
	Toronto	\$2	\$2	40¢
	All other areas	\$1.85	\$1.55	20¢

Marble Mechanic

Local 10, Kingston	\$26.44 (\$24.59)	\$27.99	\$28.19
Local 6, Windsor	\$27.12 (\$25.27)	\$28.67	\$28.87
Local 31, Toronto	\$27.21 (\$25.21)	\$29.21	\$29.61

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, dental and SUB funds.

Welfare, Pension and Dental Funds	Effective	<u>Welfare</u>		<u>Pension</u>	
		<u>Jan. 27/90</u>	<u>May 1/91</u>	<u>Jan. 27/91</u>	<u>May 1/91</u>

Employer
Contributions:

Local

5	45¢ (new)				
6	\$1.50 (new)	\$1.55			
7	80¢ (64¢)				
10	45¢ (40¢)	50¢			
12	45¢ (40¢)	50¢		50¢ (25¢)	\$1
16	45¢			\$1.00 (50¢)	
23	45¢ (40¢)	50¢			
28	63¢ (\$1.23)				
31	35¢ (60¢)				

Dental Fund - 40¢ Local 5, London (new).
Local 6, Windsor no contribution. (Previously, \$1.45.)

Residential Painting Contractors of Ontario at OLRB Area 8 - Local 1891, Painters (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 350 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>June 1/90</u>		<u>Nov. 1/90</u>		<u>May 1/91</u>		<u>Nov. 1/91</u>	
General Increases		85¢		56¢		\$1.38		97¢	
Journeyman Painter		\$25.57 (\$24.72)		\$26.13		\$27.51		\$28.48	

Package rates shown include wages, vacation and holiday pay, and employer contributions to the welfare and pension plans and 20¢ to the Industry Fund.

Welfare Fund:	Effective June 1, 1990, employer contributes 50¢ (\$1.25) per hour. Effective August 1, 1990, 90¢.
Pension Fund:	Effective November 1, 1991, employer contributes \$1.80 (\$1.60) per hour.
Board Allowance:	Minimum \$45 (\$35) per day up to \$315 (\$245) weekly for work performed beyond 50 kilometre limit. Effective May 1, 1991, \$50 daily and \$350 weekly.
Mileage Allowance:	Effective June 1, 1990, 28¢ (25¢) per kilometre when required to use own vehicle for work performed beyond 50 kilometre limit.
Travel Allowance:	\$6 (\$5) per day for work within second zone (between 35 and 50 kilometre radius), and 28¢ (25¢) per kilometre.

Rodmen Employer Bargaining Agency for the Industrial Contractors Association of Canada, Ontario General Contractors Association Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide - Ontario Council, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction):
A 22 1/2-month renewal agreement effective June 14, 1990 to April 30, 1992, covering 800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Package:	Effective	June 14/90	May 1/91
General Increases		\$1.85	\$1.75
<u>Rodman</u>			
Local 786, Sudbury		\$27.38 (\$25.53)	\$29.13
Local 721, Toronto		\$28.46 (\$26.61)	\$30.21

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and trade improvement funds.

Commuting and Board Allowance: Local 759, Thunder Bay - \$47 (\$41) per day worked when required to travel to a job site 80-120 kilometres from the labour centre, \$61 (\$55) when over 120 kilometres. Effective May 1, 1991, \$51 and \$69 respectively.

Thunder Bay Construction Association at OLRB Areas 22, 23 and 24 - Local 1669, Carpenters (AFL-CIO/CLC) (non ICI construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 400 employees, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 3 months.

Package:	Effective	<u>June 11/90</u>	<u>May 1/91</u>
General Increases		\$1.50	\$1.50
Journeyman, Residential		\$25.55* (\$24.04)	\$27.05*
Journeyman, Bridges		\$26.28 (\$24.78)	\$27.78

* An additional 1¢ for Journeyman Residential.

Package rates shown above include wages, vacation and holiday pay.

Lead Hand Premium: \$1.25 (45¢) per hour more than the hourly rate in group.

Foreman Premium: \$2.50 (80¢) per hour above the hourly rate.

Board Allowance: \$25 (\$24) per day. Effective May 1, 1991, \$28.

Mileage Allowance: 27¢ (24¢) per kilometre. Effective May 1, 1991, 28¢.

TRANSPORTATION

Air Canada, system-wide - Local 2213, Canadian Auto Workers (CLC) (full-time and part-time sales department employees): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, with wages retroactive to July 8, 1990, covering 1,115 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 8/90</u>	<u>Sept. 29/91</u>
General Increases		6%	5%*
Customer Sales and Service Agent		\$7.83-\$17.14 (\$7.39-\$16.17)	\$8.22-\$18.00

Maximum rate is reached after nine 26-week increases.

* Conditional wage adjustment to equal the percentage increase in the 1991 CPI, triggered at 5% and capped at 7 1/2%. Folded into wages in February 1992.

Shift Premium: 0-44¢-53¢ (0-42¢-50¢).

Irregular Shift Premium: 6¢ (5¢) in addition to other shift premiums.

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for benefits up to \$50,000 (\$45,000) and 50% thereafter to a maximum benefit of \$60,000 (\$50,000).

Pension Plan: Benefit is based on the employee's highest average annual earnings over the previous 48 (60) months.

Uniform Cleaning Allowance: \$22 (\$20) per month.

RETAIL TRADE

Mr. Grocer Stores* (Independent Franchises of National Grocers**) at various centres across Ontario - Locals 414 and 579, Retail, Wholesale Employees (AFL-CIO/CLC): A 36-month renewal agreement***, effective from February 1, 1990 to January 31, 1993, covering 2,040 employees, and settled with mediation assistance. Duration of negotiations - 4 months.

* Individual store owners are signatory to the agreement.

** Previously Willett Foods Inc.

*** Previously two separate agreements.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Aug. 1/90</u>	<u>Feb. 1/91</u>
Increases:				
Full-time		50¢	25¢	50¢
Part-time		50¢	10¢	40¢
<u>Full-time</u> <u>Employees</u>				
Cashier 0-24 months		\$5.75-\$9.50 (\$5.25-\$9)	\$6.00-\$9.75	\$6.50-\$10.25
Meat Manager		\$14 (\$13.50)	\$14.25	\$14.75
<u>Part-time</u> <u>Employees</u> (18 years and older)				
0-48 months		\$5-\$8 (\$4.50-\$7.50)	\$5.10-\$8.10	\$5.50-\$8.50
Effective		<u>Aug. 1/91</u>	<u>Feb. 1/92</u>	<u>Aug. 1/92</u>
Increases:				
Full-time		35¢	50¢	45¢

Part-time	20¢	45¢	35¢
<u>Full-time</u>			
Cashier	\$6.85-\$10.60	\$7.35-\$11.10	\$7.80-\$11.55
Meat Manager	\$15.10	\$15.60	\$16.05

Part-time

0-48 months	\$5.70-\$8.70	\$6.15-\$9.15	\$6.50-\$9.50
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Shift Premium: Effective upon ratification, 50¢ for all hours worked in night (new): shift. Effective February 1, 1991 and 1992, 60¢ and 70¢ respectively.

Reporting 3 (4) hours pay at the regular rate for non-student employees
Pay: reporting for work with no work available. Students receive 2
(Part-time) hours at regular rate (new).

Paid Vacation: 4 weeks after 12 years of service (new).
(Full-time)

Jury Duty/ Employee receives difference between regular daily pay and court
Crown Witness fee for up to a maximum of 10 days (new).
Leave:
(Full-time)

Health and Drug Plan - 50¢ per prescription deductible (previously annual
Welfare: deductibles of \$10 for single coverage and \$20 for family
coverage). Maximum claim is \$5,000 (\$3,000) every 3 years.

Dental Plan (new) - 80%-20% co-insurance. Coverage is based on
the 1988 ODA fee schedule. Effective February 1, 1991 and 1992,
the 1989 and 1990 ODA fee schedules respectively. Maximum claim
is \$500 per year.

Cleaning Employer pays for cleanings costs for meat department aprons
Allowance: and/or coats (new).

Clothing Employees working in areas of extreme cold temperatures receive
Allowance: appropriate coats and gloves (new).

Uniform Employees receive uniforms at no cost, while responsible for
Allowance: cleaning costs (new).

EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 433 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/90</u>
	Increases	5.8% for Categories 1, 2 & 3 and 5.85% for Categories 4, 5, 6, & 7
	Teacher-Category I 0-5 years	\$21,331-\$29,135 (\$20,162-\$27,538)
	Teacher-Category 4 0-11 years	\$26,890-\$46,575 (\$25,404-\$44,002)
	Teacher-Category 7 0-11 years	\$32,170-\$58,828 (\$30,393-\$55,578)
Responsibility Allowances:	Increase for Principals, Vice-Principals and Supervisors in accordance with the salary increase for categories 4 through 7.	
Extra Degree Allowance:	Bachelor of Ed.*	\$121 (\$119)
	Other approved Bachelor's Degree	\$363 (\$359)
	Master's Degree	\$725 (\$719)
	Doctor's Degree	\$1210 (\$1198)
	* Excluding B.Ed awarded as part of professional training leading to a teaching certificate.	
Supplementary Payment Plan:	<u>Maternity/Adoption Leave</u> - Employee receives an allowance, equivalent to UIC benefit, for 2-week waiting period (new).	
Health and Welfare:	<u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Employer pays 80% (75%) of premium costs for Dental #7, including Rider #1.	
Unassigned Time Allowance:	Effective September 1, 1991, each classroom teacher receives a minimum of 130 (120) minutes per week.	

Carleton Roman Catholic Separate School Board at Nepean - Ontario English Catholic Teachers' Association (Ind.) (elementary school teachers)*: A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 770 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previous agreement covered secondary and elementary teachers.

Wages	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
Average Increases		5%	1%
Additional Adjustments	Restructuring of Principal and Coordinator salary to incorporate Responsibility Allowances; Coordinator's salary to equal Principal's salary		
Teacher-Category 1		\$20,614-\$30,925	\$20,810-\$31,219
0-8 years		(\$19,632-\$29,452)	
Teacher-Category 4		\$26,946-\$44,658	\$27,203-\$45,083
0-12 years		(\$25,663-\$42,531)	
Teacher-Category 7		\$33,277-\$58,461	\$33,594-\$59,018
0-13 years		(\$31,692-\$55,427)	
Coordinator		\$60,539-\$68,794	
0-6 years		(\$52,093-\$61,431)	
<u>Principal</u>			
0-6 years			
up to 300 pupils**		\$60,539-\$68,794	
		(\$53,257-\$62,398)	
301 pupils and over***		\$63,314-\$71,948	
		(\$56,091-\$65,259)	

** Effective September 1, 1991, up to 275 pupils

*** Effective September 1, 1991, 276 and over

	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
Average Increases	5.45%	.30%
Teacher-Category 1	\$21,944-\$32,920	\$22,007-\$33,014
Teacher-Category 4	\$28,686-\$47,540	\$28,767-\$47,675
Teacher-Category 7	\$35,425-\$62,234	\$35,526-\$62,412
Coordinator	\$63,838-\$72,543	\$64,020-\$72,750
<u>Principal</u>		
Up to 275 pupils	\$63,838-\$72,543	\$64,020-\$72,750

	276 pupils and over	\$66,765-\$75,869	\$66,955-\$76,085	
Responsibility Allowances:		<u>Sept. 1/90</u>	<u>Feb. 1/90</u>	<u>Sept. 1/91</u> <u>Feb. 1/92</u>
	Vice-Principal Grades 7 & 8 Component Catholic High School 0-2 years (new)	\$6985-\$7834	\$6985-\$7904	\$7366-\$8335 \$7387-\$8358
	Consultant	\$3,625 (\$2,666)		\$3,823 \$3,833
	Curriculum Leaders Grades 7 & 8 (new)	\$611	\$617	\$651 \$652
	All other allowances increased in accordance with general salary increases.			
Compassionate Leave:	4 (3) days may be granted for compassionate and emergency reasons.			
Paid Preparation Time (new):	125 (90-100) minutes per week. Effective September 1, 1991, 140 minutes.			

Essex County Board of Education at Essex, Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
	General Increases	5.85%*	Minimum 5.5%**
	Teacher-Category I 0-10 years	\$28,558-\$48,755 (\$26,980-\$46,060)	
	Teacher-Category 4 0-10 years	\$33,713-\$59,461 (\$31,850-\$56,175)	
	Vice-Principal 0-3 years	\$65,548-\$70,237 (\$61,925-\$66,355)	
	Principal 0-3 years	\$73,428-\$79,530 (\$69,370-\$75,135)	

* Effective August 31, 1991, a further increase equal to the positive difference between the CPI percentage increase from March 1990 to March 1991 and the 5.85% increase applied September 1, 1990.

** Increase to equal the percentage increase in CPI from March 1990 to March 1991, triggered at 5.5%, and capped at 7.5%. Effective August 31, 1992, a further increase equal to the positive difference between the CPI percentage increase from March 1991 to March 1992 and the increase applied September 1, 1991.

Responsibility, All increased in accordance with general salary increases for
Related Trade or both years of the agreement.
Professional
Experience, and
Graduate Degree
Allowances:

Professional Curriculum Committee members who work on non-school days have
Development option of remuneration at effective occasional teacher rate per
Leave: day, to the maximum number of days originally specified.
(Previously receive only equivalent release days with occasional
teacher replacement.)

Sick Leave: Maximum accumulation of unused days increased to 340 (320) days.

Health and Drugs - Employer pays 80% (75%) of premium costs. Effective
Welfare: September 1, 1991, 85%.

Vision - Employer pays 90% (75%) of premium costs. Maximum
claim is \$150 (\$100) every 2 years.

Etobicoke City Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, technical and maintenance employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 435 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
General		6.8%	6.8%
Increases			
Additional			15¢ per hour for
Adjustments*			Head Caretaker
Caretaker		\$13.75-\$14.54	\$14.69-\$15.53
(\$12.87-\$13.61)			
Plumber		\$23.43	\$25.02
		(\$21.94)	

Maximum rate for Caretaker is reached after 1 year.

Note: Previous wage rates reflect a 1% increase resulting from a conditional wage reopener during the previous agreement.

* Effective July 1, 1990, Lead Hand Caretaker and Relief Caretaker classifications are eliminated and employees in these positions are reclassified to new Assistant Head Caretaker position.

COLA (new): Effective January 1, 1991, % per % increase in the Metro Toronto CPI - 1981=100, using the December 1990 index as the base. Triggered at 7.1% and capped at 3% of annual salary. Calculated monthly and payable as a lump sum.

Responsibility Pay: Effective July 1, 1990, a Head Caretaker who is assigned to more than one school receives the appropriate code rate of pay based on the aggregate square footage for the schools for which he/she is responsible. (Previously, Head Caretaker received the appropriate code rate for the single school with the largest square footage within his/her responsibility.)

Acting Pay: When assigned the responsibilities of Head Caretaker for a minimum of 8 consecutive hours, Assistant Head Caretaker receives Head Caretaker Code I wage rate and qualified senior Caretaker receives Assistant Head Caretaker wage rate (new).

Supplementary Payment Plan During Maternity/Adoption Leave (new): Wages equivalent to 90% of weekly insurable earnings for the 2-week UIC waiting period.

Negotiating Leave (new): Paid leave for up to 2 members of the bargaining committee to attend joint discussions for determining the process of central bargaining. 1 day for each member of the bargaining committee to prepare for negotiations.

Health and Welfare: Life Insurance - Effective August 1, 1990, employer pays 100% of premium costs for the first \$30,000 (\$25,000) coverage. For additional coverage, employer pays 75% of premium costs to a maximum benefit of \$140,000 (\$120,000).

LTD - Effective January 1, 1991, employees who have been receiving LTD benefits for over 2 years receive annual adjustments on January 1st based on the increase in the Canada CPI from December to December of the previous year, minus 1%, to a maximum adjustment of 4% per year (new).

Semi-Private Hospitalization (new) - Effective August 1, 1990, employer pays 75% of premium costs. Effective January 1, 1991, 100% of premium costs.

Vision Care - Effective August 1, 1990, maximum claim is \$120 (\$75) per person every 2 years for eye glasses. Effective January 1, 1991, \$140.

Dental Plan - Effective August 1, 1990, employer pays 80% (75%) of premium costs and plan is extended to include orthodontic services (new). Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, employer pays 90% of premium costs for coverage based on the 1990 ODA fee schedule.

Certification Allowance: Effective July 1, 1990, 40¢ (30¢) per hour for 3rd Class Engineer, 30¢ (20¢) for 4th Class Engineer, 15¢ for Groundsman "B" or Assistant Grounds Foreman who is licensed for pesticide/herbal spray (new), 15¢ for Groundsman "B" or Assistant Grounds Foreman who is certified in horticulture (new), 40¢ for Electronic Technician or Heating Control Technician who holds Engineering Technologist certificate (new), 40¢ for Small Engine Mechanic who holds Air Cooled and Marine Engine Mechanic Branch 1 certificate (new). Effective January 1, 1991, 50¢ for 3rd Class Engineer and 40¢ for 4th Class Engineer.

Safety Shoe Allowance: \$70 (\$60) per year.

Uniform Allowance: One set of protective coveralls for employees who are regularly required to work in a boiler room (new).

Mileage Allowance: 31¢ (29¢) per kilometre with a minimum of \$3.20 (\$3) per day.

Tool Allowance: \$70 (\$65) for Carpenters, Electricians, Metal Workers, Plumbers, Vehicle Mechanics, Refrigeration Mechanics, Small Motor Mechanics, Heating Control Technicians and Electronic Technicians.

Frontenac County Board of Education at Kingston* - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Includes teachers previously covered by the CFB Kingston Board of Education.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
General Increases		6%	1.5%	Minimum 4%*
Additional Adjustments		\$750 to Principal		\$750 to Principal
Teacher-Level 1 0-6 years		\$24,021-\$32,040 (\$22,661-\$30,226)	\$24,381-\$32,520	

Teacher-Level 4 \$29,009-\$48,657 \$29,440-\$49,387
0-11 years (\$27,367-\$45,903)

Teacher-Level 7 \$33,739-\$59,304 \$34,245-\$60,193
0-12 years (\$31,829-\$55,947)

Principal \$67,367-\$71,002 \$68,378-\$72,067
0-4 years (\$62,804-\$66,233)

* Increase to equal the percentage increase in the CPI from May 1990 to May 1991 plus 1%, to a maximum of 8%.

Responsibility Allowances:

	Sept. 1/90	Sept. 1/91
Vice-Principal	\$4,325 (\$4,175)	\$4,500
Full-time Consultant	\$3,600 (\$3,300)	\$3,600
Resource Teacher	\$700 (\$650)	\$700

Maternity or Adoption Leave
Supplementary Unemployment Benefit Plan:

Pays the difference between UIC and an amount equal to 60% of the employee's regular weekly wage calculated as 1/40 of the employee's annual salary.

Health and Welfare:

Dental - Coverage continues to be based on the current year's ODA fee schedule, and is extended to include denture rider, caps and crown rider, and overage dependent rider (new).

Frontenac-Lennox and Addington County Roman Catholic Separate School Board at Kingston - Ontario English Catholic Teachers' Association and Association des Enseignantes et Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990, to August 31, 1992, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

	Sept. 1/90	Jan. 1/91
Effective		
General Increases	5.2%	2%
Teacher-Category D 0-6 years	\$22,977-\$32,625 (\$21,841-\$31,012)	\$23,436-\$33,277
Teacher-Category A1 0-11 years	\$27,411-\$46,259 (\$26,056-\$43,972)	\$27,959-\$47,184
Teacher-Category A4 0-12 years	\$33,702-\$57,933 (\$32,036-\$55,069)	\$34,376-\$59,091
Effective	Sept. 1/91	
General Increase	6.5%*	

Teacher-Category D	\$24,960-\$35,440
Teacher-Category A1	\$29,776-\$50,251
Teacher-Category A4	\$36,610-\$62,932

* Increase to equal the greater of 6.5% or the percentage increase in the Ottawa CPI for the period May 1, 1990 to April 30, 1991 plus 1%. Adjustment is capped at 9%.

Annual
Responsibility
Allowances:

Elementary Principal - \$8,041 in 1st year of appointment and \$8,459 in 2nd and subsequent years. (Previously, \$8,041 for all years.) Effective January 1, 1991, \$8,628 in 2nd and subsequent years. Effective September 1, 1991, \$8,564 in 1st year, \$9,188 in 2nd year and \$9,785 in 3rd and subsequent years.

Elementary Vice Principal - \$3,777 in 1st year of appointment, and \$3,973 in 2nd and subsequent years. (Previously, \$3,777 for all years.) Effective January 1, 1991, \$3,853 in 1st year and \$4,052 in 2nd and subsequent years. Effective September 1, 1991, \$4,013 in 1st year, \$4,315 in 2nd and \$4,595 in 3rd and subsequent years.

High School, Subject Coordinator - \$3,156 for Subject Coordinator, major and minor units. (Previously, \$2,737 for Subject Coordinator, major unit and \$1,751 for Coordinator, minor unit). Effective January 1, 1991 and September 1, 1991, \$3,219 and \$3,428 respectively.

All other allowances increase in accordance with the general salary increases.

Compassionate
Leave:

Maximum 4 (5) days per year, to be deducted from employee's sick leave credits.

Personal
Leave:

1 day per year, to be deducted from employee's sick leave credits. (Previously, combined with the compassionate leave provision providing for a total of 5 days.)

Paid Negotia-
ting Leave:

Maximum 6 (5) negotiating committee members.

Maternity/
Adoption Leave
Supplementary
Pay (new):

Wages equivalent to the difference between 60% of weekly earnings and the UIC benefit for 15 weeks.

Health and
Welfare:

Life Insurance - Benefit is the greater of two and one-half times salary or \$125,000 (\$100,000).

Dental Plan - Coverage is based on the 1990 (1989) ODA fee schedule. Effective September 1, 1991, the 1991 ODA fee schedule. Orthodontic coverage is added on a 50%-50% co-insurance basis with a lifetime maximum claim of \$2,000 per person (new).

Paid Preparation
Time:

Minimum 120 (100) minutes per week. Effective September 1, 1991, 140 minutes. Pro-rated for part-time teachers.

Grey County Board of Education at Markdale - Federation of Women's Teachers' Association of Ontario and Ontario Public School Teachers' Federation (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 535 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/90	Sept. 1/91
General Increases		5.78%	Minimum 5%*
Additional Adjustments		1-11 (0-11) years on salary grid for Category III, 2-12 (0-12) for Category IV (new teachers)	
Teacher-Category A1 (0-10 years)		\$27,340-\$47,110 (\$25,846-\$44,536)	
Teacher-Category A4 (0-12 years)		\$35,931-\$59,200 (\$29,568-\$55,965)	

* Increase to equal the percentage increase in the CPI from July 1990 to July 1991, capped at 7%.

Administrative Allowances: Effective September 1, 1990 and 1991, increased in accordance with the general grid increase.

Post Graduate Degree Allowance: Increased by 5%. Effective September 1, 1991, increased in accordance with the general grid increase.

Responsibility Allowances:	Coordinator	\$9,381 (\$8,892)
	Consultant	\$6,230 (\$5,905)
	Special Assignment Teacher	\$4,091 (\$3,878)
	School Group	\$3,165
	Resource Teacher	(\$3,000)
	Teacher Diagnostician	\$3,165 (new)
	Enrichment Teacher	\$3,165 (new)

Effective September 1, 1991, all above positions increased in accordance with the general grid increase.

Paid Maternity Leave Employer pays 55% (50%) of weekly rate or UIC benefit whichever is greater, for the 2-week waiting period. Effective September 1, 1991, 60%.

Health and Welfare: Life Insurance - Employer pays 85% (80%) of premium costs.

Major Medical - Employer pays 85% (80%) of premium costs.

Dental - Employer pays 65% (60%) of premium costs. Coverage is based on the 1987 (1986) ODA fee schedule.

Continuation of Benefits (new) - Benefit coverage continued at no cost to employer after expiry of sick leave credits, until the expiry of the 60th consecutive month since first day of illness or accident.

Educational Allowance: Tuition reimbursement of \$53 (\$50) for each upgrading course. Effective September 1, 1991, increased in accordance with the general grid increase. \$63 (\$60) per week living allowance and up to a maximum of \$159 (\$150) for travel, for employee taking courses while living away from home. Effective September 1, 1991, increased in accordance with the general grid increase.

Transfer Allowance: Employer pays for 1 day orientation at new school (pro-rated for part-time employees) (new).

Halton Board of Education at Burlington - Employees Association (Ind.) (office, clerical and technical employees): A 24-month renewal agreement effective July 1, 1990 to June 30, 1992, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	July 1/90	July 1/91
General Increases		6.5%	5.5%*
Additional Adjustments		Some reclassifications	
Data Entry Clerk		\$10.69-\$12.26 (\$10.04-\$11.51)**	\$11.28-\$12.93
Repair Technician		\$15.37-\$17.80 (\$14.43-\$16.71)	\$16.22-\$18.78

Maximum rates reached after 3 annual increases.

* Additional wage adjustment to equal the percentage increase in the Ontario CPI - 1981=100, from April 1990 to April 1991. Triggered at 6% and capped at 8%.

** Previous rates reflect a 71¢ increase resulting from pay equity adjustments on January 2, 1990 and June 30, 1990.

Sick Leave: 1 day's leave through deduction of sick leave credit for extension of bereavement, compassionate or personal leave (new).

Health and Welfare: Major Medical - Effective September 1, 1990, maximum claim is \$500 (\$200) per year for services of psychologist.

Vision Care - Effective July 1, 1991, maximum claim is \$160 (\$140) every 2 years.

Hearing - Effective September 1, 1990, maximum claim is \$500 (\$300) every 5 years.

Dental Plan - Effective September 1, 1991, maximum lifetime claim for orthodontic coverage is \$2000 (\$1500) per employee and dependents.

Retirement Gratuity Plan: Effective July 1, 1991, employees with a minimum of 10 years' service and the equivalent 10 years' work experience with the Board eligible for gratuity. (Previously plan did not apply to new employees hired after 1981, except those with an excess of 100 cumulative sick leave days as of December 1981.)

Professional Development Fund: Employer contributes \$10,000 (unchanged) for the period July 1, 1990 to June 30, 1991. Effective July 1, 1991, employer contributes \$15,000 for the period July 1, 1991 to June 30, 1992.

Halton Board of Education at Burlington - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 1348 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
Adjustments			\$300 for all positions except Coordinator	\$200 for all positions except Coordinator
General Increases		6%		Minimum 5.5%*
Teacher-Category I (0-9 years)	\$27,646-\$46,956 (\$26,081-\$44,298)		\$27,946-\$47,256	\$29,694-\$50,066
Teacher-Category IV (0-12 years)	\$33,945-\$59,663 (\$32,024-\$56,286)		\$34,245-\$59,963	\$36,339-\$63,472
Vice-Principal (0-2 years)	\$67,511-\$70,670 (\$63,690-\$66,670)		\$67,811-\$70,970	\$71,752-\$75,084

Principal (0-2 years)	\$73,613-\$79,625 (\$69,446-\$75,118)	\$73,913-\$79,925	\$78,189-\$84,532
Coordinator (0-3 years)	\$66,673-\$71,903		\$70,340-\$75,858

* Increase to equal percentage increase in the CPI from April 1990 to April 1991 capped at 8%.

Responsibility Allowance:	Consultant	\$5,103 (\$4,814)	\$5,384
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Extra Degree Allowance:		\$1,001 (\$994)	\$1,056
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Related Experience Allowance: \$900 (\$707) per year of experience to a maximum of \$4,500 (\$3,535). Effective September 1, 1991, \$1000 per year to a maximum of \$5000.

Health and Welfare: Vision - Maximum claim is \$160 (\$140) every 2 years.

Dental - Orthodontic coverage is \$2,000 (\$1,500).

Halton Board of Education at Burlington - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 1,595 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/90	Feb. 1/91	Sept. 1/91
General Increases		6%	.7% non-compounded	Minimum 5.5%*
Additional Adjustments		\$100 to maximum of teacher grids		\$200 to each step of teacher grids, \$500 to each step on Vice-principal and Principal grids
Teacher- Category D 0-5 years		\$20,369-\$29,449 (\$19,216-\$27,682)	\$20,503-\$29,643	\$21,842-\$31,484
Teacher- Category A1 0-9 years		\$28,449-\$46,721 (\$26,839-\$43,976)	\$28,637-\$47,029	\$30,423-\$49,827
Teacher- Category A4 0-12 years		\$34,649-\$59,361 (\$32,688-\$55,901)	\$34,878-\$59,753	\$37,007-\$63,250

Vice-Principal 0-2 years	\$60,638-\$64,583 (\$57,206-\$60,927)	\$61,039-\$65,009	\$64,924-\$69,112
Principal 0-3 years	\$65,697-\$74,193 (\$61,978-\$69,993)	\$66,131-\$74,683	\$70,296-\$79,318
Coordinator 0-3 years	\$66,273-\$71,765 (\$62,522-\$67,703)		\$69,918-\$75,712

* Increase to equal the percentage increase in the CPI from April 1990 to April 1991, capped at 8%.

Responsibility Allowance: Supervising Principal of Adult and Continuing Education, and Supervising Principal of Programs in Care, Treatment and Corrections receive 10% salary. Principal's Assistant increased in accordance with the general salary increases for September 1, 1990 and 1991.

Consultants', Related Experience, and Post Graduate Degree Allowances: All increased in accordance with the general salary increases for September 1, 1990 and 1991.

Maternity Leave: Effective January 1, 1992, wages equivalent to the UIC benefit for the 2-week waiting period (new).

Health and Welfare: Vision - Effective September 1, 1991, the maximum claim is \$160 (\$140) every 2 years.

Dental - Effective September 1, 1991, orthodontic coverage is \$2,000 (\$1,500).

Leeds and Grenville County Board of Education at Brockville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 500 employees, settled at the bargaining stage. Duration of negotiation - 4 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	5.85%
	Teacher-Category D 0-5 years	\$21,815-\$30,027 (\$20,609-\$28,368)*
	Teacher-Category A1 0-11 years	\$28,651-\$47,671 (\$27,068-\$45,036)
	Teacher-Category A4 0-12 years	\$34,691-\$59,591 (\$32,774-\$56,298)

* Previous rates reflect 6.5% increase plus grid adjustment at every position to produce provincial average figure at the maximum of Category A4.

Responsibility Allowances:	Increased in accordance with the general salary increase.
Paid Union Leave:	22 (15) days for union executive.
Health and Welfare:	<u>Vision (new)</u> - Employer pays 50% of premium costs. Maximum claim is \$200 every 2 years. <u>Dental</u> - Coverage is based on the 1989 (1988) ODA fee schedule and extended to include Rider 3 of Blue Cross Plan 7 (new).
Travel Allowance:	Employer pays a travel allowance for employees transferred to another school following the commencement of a school year, for the balance of that school year (new).
Educational Leave Fund:	Employer to establish fund up to \$20,000 to assist Category D or C employees in financing approved educational courses. A joint management-union committee will determine access and terms of funding (new).

Leeds and Grenville County Board of Education at Brockville - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 325 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
General Increases		5.85%	1.08%
Teacher-Category 1 0-11 years		\$28,155-\$47,117 (\$26,599-\$44,513)	\$28,459-\$47,626
Teacher-Category IV 0-12 years		\$34,177-\$58,999 (\$32,288-\$55,738)	\$34,546-\$59,636
Vice-Principal 0-3 years		\$65,035-\$69,881 (\$61,441-\$66,019)	\$65,737-\$70,636
Principal 0-3 years		\$71,048-\$79,045 (\$67,121-\$74,676)	\$71,815-\$79,899

Previous rates reflect a 5.4% increase resulting from a conditional wage adjustment on September 1, 1989.

Responsibility Allowances:	Increased in accordance with the general salary increases.
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Paid Adoption Leave (new): Maximum 17 weeks at the difference between 60% of wages and the UIC benefit.

Paid Paternity Leave (new): 1 day's paid leave upon birth of child.

Health and Welfare: Vision (new) - Employer pays 50% of premium costs. Maximum claim is \$200 every two years.

Dental - Coverage is based on the current year's ODA fee schedule if UIC rebate is sufficient to offset ODA fee increases. Otherwise, coverage is based on the previous year's ODA fee schedule. (Previously, based on previous year's ODA fee schedule).

Middlesex County Board of Education at Hyde Park - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
General Increases		5.1% rounded to nearest \$10	1.43% rounded to nearest \$10
Teacher-Category 1 0-10 years		\$26,840-\$46,410 (\$25,540-\$44,160)	\$27,230-\$47,070
Teacher-Category 4 0-11 years (0-12 years)		\$32,100-\$58,730 (\$30,540-\$55,880)	\$32,560-\$59,570
Vice Principal 0-2 years		\$66,370-\$69,300 (\$63,150-\$65,940)	\$67,320-\$70,290
Principal 0-3 years		\$73,500-\$78,810 (\$69,930-\$74,990)	\$74,550-\$79,940

Effective	<u>Sept. 1/91</u>
General Increases	5%*
Teacher-Category 1	\$28,590-\$49,420
Teacher-Category 4	\$34,190-\$62,550
Vice Principal	\$70,690-\$73,800
Principal	\$78,280-\$83,940

Lump Sum Payment: * Payment to equal the percentage increase in the CPI - 1971=100, from April 1991 to April 1992. Triggered at 5% and capped at 7%, payable in June 1992. Pro-rated for part-time teachers (new).

Responsibility Allowances:	Effective	Sept. 1/90	Sept. 1/91
	Major Director and Major Head	\$3,800 (\$3,600)	\$4,000
	Minor Head	\$2,950 (\$2,800)	\$3,100
	Assistant Director and Assistant Head	\$1,900 (\$1,800)	\$2,000
	Athletic Coordinator (new)	\$3,300	\$3,450
	Resource Teacher 0-1 year	\$3,250-\$3,800 (\$3,050-\$3,600)	\$3,400-\$4,000
	Consultant 0-2 years	\$5,200-\$6,460 (\$4,900-\$6,100)	\$5,450-\$6,800
	Administrative Assistant (new) 0-2 years	\$5,200-\$6,450	\$5,450-\$6,800
	Executive Officer (new) 0-3 years	Cat. IV max. plus, \$16,440-\$25,000	Cat. IV max. plus, \$17,260-\$26,250
Extra Degree Allowances:	Effective September 1, 1991, \$850 (\$800) for a Master's Degree and \$1,050 (\$1,000) for a PhD Degree.		
Related Experience Allowance:	Effective September 1, 1991, \$800 (\$600) per year for related trade or professional experience.		
Paid Maternity Leave:	Wages equivalent to UIC benefit for the 2-week waiting period, plus continuation of benefits for 17 weeks.		
Sick Leave:	2 teaching days per month for long term occasional teachers. Full-time employees may accumulate a maximum of 240 (220) days.		
Health and Welfare:	<u>Vision Care (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years. Effective September 1, 1991, \$150.		

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario (Ind.), Ontario Public School Teachers' Fed. (Ind.) and Association des Enseignantes et Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 920 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6.15%
	Teacher-Category D 0-6 years	\$20,865-\$30,673 (\$19,656-\$28,896)
	Teacher-Category A1 0-12 years	\$26,780-\$47,529 (\$25,228-\$44,775)
	Teacher-Category A4 0-12 years	\$33,268-\$59,762 (\$31,341-\$56,300)
Annual Responsibility Allowances:	Principal	\$6,507-\$12,751 (\$6,132-\$12,012)
	Vice-Principal	\$3,403-\$6,154 (\$3,205-\$5,797)
	Consultant	\$5,445-\$9,790 (\$5,128-\$9,223)
	Learning Resources Counsellor	\$2,000 (\$1,000)
Post-Graduate Degree-Allow- ance:	\$715 (\$674).	
Bereavement Leave:	Up to 5 (3) days paid leave upon death of a spouse or child.	
Paid Maternity and Adoption Leave:	The employer will provide a Supplementary Unemployment Insurance Benefit for the 2-week waiting period prior to the start of UIC maternity/adoption benefits.	
Professional Development Fund:	Effective September 1, 1990, \$85 (\$80) per teacher.	

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 687 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6.15%
	Teacher-Category 1 0-12 years	\$26,780-\$47,529 (\$25,228-\$44,775)
	Teacher-Category 4 0-12 years	\$33,268-\$59,762 (\$31,341-\$56,300)

Consultant 0-4 years	\$64,471-\$68,093 (\$60,736-\$64,148)
Vice-Principal 0-4 years	\$65,810-\$70,234 (\$61,997-\$66,165)
Principal 0-4 years	\$73,452-\$79,574 (\$69,196-\$74,964)

Responsibility Allowances: Increased by 5.25%.

Related Experience and War Service Allowances: \$260 (\$245) per allowable year.

Principals Expense Allowance: \$750 (\$600) per principal.

Graduate Degree Allowance: \$704 (\$663) per allowable degree.

Bereavement Leave: Up to 5 (3) days paid leave upon death of a spouse or child.

Paid Maternity Leave: The employer will provide a Supplementary Unemployment Insurance Benefit for the 2-week waiting period prior to the start of UIC maternity benefits.

Continuing Education Teachers: Night School - \$30.55 (\$28.78) per hour. Summer School - \$32.91 (\$31) per hour for Teacher and \$49.40 (\$46.54) per hour for Co-coordinator.

Professional Development and Education Leave Fund: \$102,000 (\$95,000).

Health and Welfare: LTD - Employees pay 100% of premiums. (Previously, fully paid by the employer.) The total savings to the employer will be used to purchase enhanced dental and vision care and to pay employees a lump-sum refund payment.

Norfolk Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Apr. 1/91</u>
	General Increases	5.25%	1%

Teacher- Category D 0-5 years	\$21,596-\$30,384 (\$20,376-\$28,667)	\$21,812-\$30,687
Teacher- Category A1 0-10 years	\$28,330-\$46,638 (\$26,730-\$44,004)	\$28,613-\$47,104
Teacher- Category A4 0-10 years	\$34,160-\$59,124 (\$32,230-\$55,785)	\$34,501-\$59,715
Principal/ Supervisor* 0-4 years	\$65,853-\$69,369	\$66,309-\$71,800

* Previously a combination of salary and allowance.

Responsibility Allowances: Increased by 6.1%.

Lump Sum Payment: \$200 per employee, pro-rated for part-time teachers.

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 603 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	5.5%	0.4%
	Pay Equity Adjustments	*	
	Teacher-Category A Pre-degree 0-11 years	\$25,600-\$39,900 (new)	\$25,702-\$40,060
	Teacher-Category A1 0-11 years	\$27,571-\$47,541 (\$26,134-\$45,063)	\$27,682-\$47,732
	Teacher-Category A4 0-11 years	\$33,434-\$59,144 (\$31,691-\$56,061)	\$33,568-\$59,381
	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5%	1.15%
	Teacher-Category A Pre-degree	\$26,987-\$42,063	\$27,297-\$42,547

Teacher-Category A1	\$29,066-\$50,118	\$29,400-\$50,695
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Teacher-Category A4	\$35,246-\$62,350	\$35,651-\$63,067
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* Former Teacher Categories D, C, and B are remunerated under the single pre-degree classification, Teacher-Category A. Placement in this category is at the step closest to, but not less than, the employee's rate of pay on August 31, 1990 plus 5.5%.

Responsibility Allowances:

Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
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Principal

Elementary	\$10,625 (\$10,071)	\$10,667
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Secondary	\$16,623 (\$15,756)	\$16,689
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Substitute	\$1,006 (\$954)	\$1,011
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Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
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Principal

Elementary	\$11,900
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Secondary	\$17,523	\$17,725
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Substitute	\$1,750
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Vice-Principals receive 50% of Principal's allowance. Educational Assistants (previously received \$6,826) and Co-ordinators receive the same allowance as Elementary Principal.

Special Allowances:

Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
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Consultant	\$3,523 (\$3,339)	\$3,537	\$4,000
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Department Head	\$3,523 (\$3,339)	\$3,537	\$3,850
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Demonstration Teachers and SAT Teachers receive 50% of Consultant's allowance.

Supplementary Payment Plan During Maternity Leave:

Employee receives 75% of wages for the 2-week UIC waiting period. (Previously, wages equivalent to the UIC benefit for the 2-week waiting period.)

Health and
Welfare:

Major Medical - Up to \$11.50 per visit for treatment by a licenced physiotherapist (new).

Drug Plan - Plan is expanded to include Formulary 3 which provides coverage for a larger number of life-sustaining drugs (previously, plan included Formulary 1 which provided basic drug coverage only.)

Vision Care (new) - Employer pays 80% of premium costs. Maximum claim is \$150 per person every 2 years.

Health and
Welfare:

Dental Plan - Coverage is based on the current ODA fee schedule less one year. Effective September 1, 1991, employer pays 60% of premium costs for coverage providing 50%-50% co-insurance for ortho-restorative services with a lifetime maximum claim of \$1,000 per person (new).

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 360 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:

Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
General Increases	6.5%	6.09%*
Teacher-Category 1 0-10 years	\$25,939-\$44,169 (\$24,351-\$41,473)**	\$27,519-\$46,859
Teacher-Category 4 0-12 years	\$30,819-\$56,031 (\$28,939-\$52,611)**	\$32,698-\$59,446
Vice-Principal 0-2 years	\$62,756-\$66,116 (\$58,925-\$62,081)**	\$66,578-\$70,142
Principal 0-2 years	\$71,160-\$74,520 (\$66,816-\$69,972)**	\$75,494-\$79,058

* Conditional Wage Reopener - increase to equal the percentage increase in the CPI from May 1990 to May 1991, triggered at 6.09% and capped at 6.5%. The lump sum of a maximum of .41% shall be paid retroactive to September 1, 1990. New grid will form the basis for negotiations for 1991/92.

** Effective September 1, 1988, a salary increase of 4.1%.

Responsibility
Allowances:

Effective September 1, 1989, increased by 6.5%. Effective September 1, 1990, increased by 6.1%.

Health and
Welfare:

Group Life Insurance - Effective July 1990 coverage will equal two times employee's annual salary with a minimum value of \$75,000 and a maximum value of \$125,000. (Previously, \$75,000.)

LTD - Employee pays 100% of premium costs. Benefit provides for 60% of salary and an additional 6.9% of member's salary to a maximum of \$4,000 per month.

Vision - Effective September 1, 1990, \$125 (\$100) every 2 years.

Dental - Current ODA fee schedule is effective September 1 of each year (unchanged).

Paid Maternity Leave (new): SUB- Effective September 1, 1990, employee receives wages equivalent to the UIC benefit, to a maximum of \$400 per week, for the 2 week waiting period.

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (office and clerical employees): A 24-month renewal agreement effective from March 1, 1990 to February 29, 1992, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 1/90</u>	<u>Mar. 1/91</u>
	Average Increases	6.5%	5.5%
	Pay Equity Adjustments:	*	
	Additional Adjustments:	Wage restructuring due to decrease in job classes, from 15 to 7	
	Job Class I (Courier)	\$9.65-\$10.65 (\$9.32-\$10.36)	\$10.35-\$11.35
	Job Class VII (Electronic Technician I)	\$17.69-\$18.69 (\$16.60-\$17.64)	\$18.39-\$19.39

Maximum rates reached after two 6-month increases.

* Effective January 1, 1990, pay equity adjustments ranging from \$1.04 to \$2.60 per hour were applied to 18 job classifications.

Paternity Leave (new): Maximum 5 days per year without loss of pay for attendance at birth of child or child's release from hospital.

Health and Welfare: Dental Plan (Part-time) - Effective July 1, 1990, employer pays 100% (50%) of premium costs.

Major Medical (Part-time)- Effective July 1, 1990, employer pays 100% (50%) of premium costs.

Vision Care - Effective September 1, 1990, maximum claim is \$125 (\$100) every 2 years.

Continuation of Benefits - Maternity Leave (new) - Effective July 1, 1990, employer will pay premium costs for health and welfare benefits during the first 17 weeks of maternity leave.

Simcoe County Roman Catholic Separate Board at Barrie - Ontario English Catholic Teachers' Association* (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 674 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previously bargained with Association des Enseignants Franco-Ontariens.

Wages:	Effective	Sept. 1/90	Jan. 1/91	Sept. 1/91
	General Increases	5%	2% non-compounded	5%
	Teacher-Category D 0-6 years	\$21,906-\$29,189 (\$20,863-\$27,799)	\$22,323-\$29,745	\$23,439-\$31,232
	Teacher-Category A1 0-10 years	\$28,262-\$46,409 (\$26,916-\$44,199)	\$28,800-\$47,293	\$30,240-\$49,658
	Teacher-Category A4 0-12 years	\$34,463-\$58,568 (\$32,822-\$55,779)	\$35,120-\$59,684	\$36,876-\$62,668

COLA: % per % increase in the CPI - 1986=100 from the April 1991 to the April 1992 index, triggered at 6% (5%), and capped at 2% (new). Should the CPI be less than 4%, the percentage less than 4% will be deducted from the grid for negotiation purposes, with a maximum deduction of 2% (new). Payable as a lump sum on or before June 30, 1992.

Responsibility and Extra degree Allowances: Increased in accordance with the general salary increases.

Jury Duty/Court Witness Leave (new): Paid leave with fees turned over to Board, exclusive of travelling and living expenses.

Paid Legal Leave (new): In case of actual or threatened assault sustained in the course of duty, employee receives time off without deduction in pay or sick leave credit to seek legal advice.

Sick Leave/WCB: Eligible employees on Workers' Compensation, receive full salary for duration of benefit, so long as the teacher continues to have sick leave credits. The difference between the teacher's

normal salary and benefit will be deducted from sick leave credits on a pro-rata basis (new).

SUB (new): Maternity Leave - Employee receives wages equal to 60% of regular weekly earnings for 2-week waiting period.

Health and Welfare: Life Insurance - Employer pays 95% (90%) of premium costs.

Major Medical - Employer pays 95% (90%) of premium costs.

Hearing Aids (new) - Maximum claim is \$500 every 3 years.

Dental Plan - Employer pays 95% (90%) of premium costs.

Paid Preparation Time: Full-time employees with junior kindergarten to grade 6 receive 20 minutes per day (same), plus the equivalent of 100 minutes per month (new). Effective September 1, 1991, 200 minutes.

Simcoe County Roman Catholic Separate Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.) (occasional teachers): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 275 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/90 Sept. 1/90

Increases:

Casual Occasional Teacher:

Without a Degree	\$4.92 per day	33¢ per day
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With a Degree	\$6.56 per day	44¢ per day
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Daily Rates*

Casual Occasional Teacher:

Without a Degree**	\$91.17 (\$86.25)	\$91.50
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With a Degree	\$121.56 (\$115)	\$122
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<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
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Increases:

Without a Degree	\$4.13 per day	\$3.37 per day
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With a Degree	\$5.50 per day	\$4.50 per day
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Daily Rates*

Casual Occasional
Teacher:

Without a Degree	\$95.63	\$99
With a Degree	\$127.50	\$132

* Daily rates include holiday and vacation pay.

** Unqualified casual occasional Teacher paid at 75% of Qualified rate.

The following provisions apply only to Extended Occasional Teachers employed for a period of 20 or more consecutive days.

Related Trade
of Business
Experience
Allowance:

\$700 (\$402) for each full year of related trade or business experience, to a maximum of 10 years. Effective January 1, 1991, \$1000.

Paid
Professional
Development
Leave:

Paid leave for attendance at designated P.A. days from September to May (new).

Health and
Welfare:

Major Medical and Dental - Effective January 1, 1991, teacher on assignment exceeding 90 days, will be eligible to participate in basic plans for duration of assignment. Employer pays 50% of premium costs (new).

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation: A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
General Increases		6.5%	1.5%	4.5%-6.75*
Teacher Category-D 0-5 years		\$21,240-\$28,920 (\$19,940-\$27,155)	\$21,560-\$29,355	
Teacher Category A1 0-11 years		\$28,060-\$47,530 (\$26,340-\$44,630)	\$28,485-\$48,245	
Teacher Category A4 0-11 years		\$32,305-\$58,765 (\$30,320-\$55,180)	\$32,785-\$59,645	

* The actual increase for September 1, 1991 will be equal to the percentage increase in the CPI between June 1990 and June 1991 plus one percent subject to a minimum of 4.5% and a maximum of 6.75%.

Responsibility Allowance:	Principal	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
		\$4,306 (\$3,870) plus \$690 (\$620) per teacher per year plus \$172 (\$155) per teacher aide	4.5%-6.75%* per teacher and per teacher aide
	Vice-principal	\$6,638 (\$5,965)	4.5%-6.75%* per teacher and per teacher aide
	Consultant	\$4,460 (\$4,188)	
	Coordinator	\$6,373 (\$5,984)	

Master Degree Allowance: \$474 (\$445).

Doctorate Degree Allowance: \$591 (\$555).

Health and Welfare: Semi-Private Hospitalization, Major Medical, Vision Care, and Dental - Employer pays 90% of the premium. Effective September 1, 1991, 100% (85%).

Major Restorative Dental Endorsement - Employer pays 90% (85%) of premiums currently in effect. Should new premium rates come into effect, the employer will pay 33 1/3% of the new rates.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and L'Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 533 employees, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
	Increases	7.6% for Teacher-Level B, C, D, and A2-A4 8.2% for Teacher-Level A1 10.6% for Principal	6.25% for Teachers and Principal

Teacher-Level D 0-6 years	\$19,876-\$30,952 (\$18,472-\$28,768)	\$21,118-\$32,887
Teacher-Level A1 0-10 years	\$26,556-\$45,736 (\$24,543-\$42,273)	\$28,216-\$48,595
Teacher Level A4 0-12 years	\$32,057-\$59,477 (\$29,793-\$55,281)	\$34,061-\$63,194

Principal
0-2 years

B Schools	\$67,684-\$70,396 (\$61,197-\$63,649)	\$71,914-\$74,796
A Schools	\$69,294-\$72,006 (\$62,653-\$65,105)	\$73,625-\$76,506

Responsibility
Allowances:

Vice-Principal and Consultant 0-4 years	\$3,531-\$4,452 (\$3,225-\$4,066)	\$3,752-\$4,731
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Assistant to Principal	\$921	\$978
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Co-ordinator	\$6,142 (\$5,609)	\$6,526
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Chief Consultant	\$5,219 (\$4,766)	\$5,545
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Health and
Welfare:

Vision Care - Maximum claim is \$150 (\$100) per person per 24 month period.

Hearing - Maximum claim is \$150 (\$100) per person per 24 month period.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1991, 1990 ODA fee schedule.

Paid Preparation Time: Effective September 1, 1991, 150 (120) minutes per week.

Toronto City Board of Education - Central Ontario Building and Construction Trades

Council (AFL-CIO, CLC and CFL): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 213 employees, settled at the conciliation officer stage and ratified in June 1990. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	6.8%	6.8%

Plasterers' Labourer	\$18.32 (\$17.15)	\$19.57
Sheetmetal Worker	\$22.17 (\$20.76)	\$23.68

COLA (new): During the period January 1, 1991 to December 31, 1991, a COLA calculation shall be made for each of the months in which the CPI - 1981=100 for Metropolitan Toronto exceeds 106.8% of the December 1990 CPI. The allowance shall be payable on December 31, 1991 and is not to exceed 3% of the employee's Basic Annual Salary or Wages (replaces conditional wage re-opener).

Supervisory Premium Pay: 88¢ (82¢) per hour for Leadhand, \$1.17 (\$1.10) for Assistant Trade Supervisor and \$1.46 (\$1.37) for Substitute Trade Supervisor. Effective January 1, 1991, 94¢, \$1.25, and \$1.56 respectively.

Special Work Premium Pay: 70¢ (45¢) for vinyl installation, sign writing, spray painting, assistant to spray painter, pipe coverer removing asbestos, and for roofer using safety equipment for pitch; effective January 1, 1991, \$1. 45¢ for bricklayers; effective January 1, 1991, 75¢ for bricklayers and for Boil Maker working in hot or dirty boiler. 60¢ (35¢) for working on a swing stage; effective January 1, 1991, 90¢.

Paid Union Leave (new): 5 days for union executives.

Health and Welfare: Group Life Insurance - Employer pays 100% of the minimum benefit of \$30,000 and 75% of the maximum benefit of \$140,000 (\$120,000).

LTD Indexing - Effective January 1, 1991, payment for employees in receipt of LTD benefit for more than two years will be adjusted as follows: The increase in the CPI - 1981=100 minus 1% from the December to December index in each year, capped at 4%. Annual adjustments will be made in January of each year. There will be no double indexing.

OHIP - Effective January 1, 1990, 100% of premium costs will be funded by an employee payroll tax.

Semi-Private Hospitalization - Employer pays 75% (previously paid 100% by employee) of the premium costs. Effective January 1, 1991, employer pays 100% of premium costs.

Vision - Maximum claim is \$120 (\$75) per person per two year period for eyeglasses. Effective January 1, 1991, \$140.

Dental - Coverage is based on 1989 (1988) ODA fee schedule. Employer pays 80% of premium costs for major restorative and orthodontic services. (Previously, employer paid 75% of premium cost for major restorative coverage; there was no orthodontic coverage.) Effective January 1, 1991, the 1990 ODA fee

schedule. Effective January, 1, 1991, employer pays 90% of premium costs.

Safety Shoe Allowance: A maximum of \$75 (\$71) per year.

Tool Insurance Allowance: \$40 (\$30) per calendar year.

Travelling Allowance: \$1.65 (\$1.59) per move when transporting own tools and equipment between job sites within city limits. \$1.00 for carrying board tools. Effective January 1, 1991, \$1.70 for transporting own tools and equipment, and \$1.05 for carrying board tools.

Clothing Allowance: \$55 (\$40) per calendar year. Effective January 1, 1991, \$60.

Wellington County Board of Education at Guelph - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 587 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
General Increases		3.3%	3.13% 2.7%-2.87%*
Teacher-Group 1 0-10 years		\$28,634-\$47,029 (\$27,719-\$45,527)	\$29,530-\$48,501
Teacher-Group 4 0-11 years		\$32,819-\$57,930 (\$31,771-\$56,079)	\$33,846-\$59,744
Co-ordinator 0-5 years		\$63,243-\$66,105	\$65,057-\$67,919
Vice-Principal 0-4 years		\$63,808-\$69,000 (\$61,770-\$66,795)	\$65,805-\$71,160
<u>Principal</u>			
B School 0-3 years		\$71,379-\$76,140 (\$69,099-\$73,708)	\$73,613-\$78,523
A School 0-4 years		\$72,677-\$78,625 (\$70,355-\$76,114)	\$74,952-\$81,086
Effective		<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
General Increase		3.0% 3.1%*	2.43% 2.14%-2.23%*

Teacher-Group 1 0-10 years	\$30,416-\$49,956	\$31,155-\$51,170
Teacher-Group 4 0-11 years	\$34,862-\$61,536	\$35,709-\$63,031
Co-ordinator 0-5 years	\$67,061-\$70,037	\$68,557-\$71,533
Vice-Principal 0-4 years	\$67,779-\$73,295	\$69,426-\$75,076
Principal 0-4 years	\$77,201-\$83,519	\$79,077-\$85,549

* Co-ordinator wage increases.

Lump Sum Payment: Effective in June 1990, a lump sum payment equal to 1% of grid placement (minus allowances) for the year ended June 29, 1990.

Responsibility Allowance: Increased by approximately 4%. Effective September 1, 1991, increased by an additional 4%.

Post Graduate Degree Allowance: \$1,232 (\$1,185). Effective September 1, 1991, \$1,281.

Related Maximum Experience Allowance: \$529 (\$524) per year to a maximum of \$5,290 (\$5,240). Effective September 1, 1991, \$551 per year to a maximum of \$5,510.

Wellington County Board of Education at Guelph - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 776 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	3.3%	3.13%
	Teacher-Category 1 0-6 years	\$20,991-\$29,488 (\$20,320-\$28,546)	\$21,648-\$30,411
	Teacher-Category 4 0-10 years	\$28,634-\$47,029 (\$27,719-\$45,527)	\$29,530-\$48,501
	Teacher-Category 7 0-11 years	\$32,819-\$57,930 (\$31,770-\$56,079)	\$33,846-\$59,744
	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
	General Increases	3.0%	2.43%

Teacher-Category 1 0-6 years	\$22,297-\$31,323	\$22,839-\$32,084
Teacher-Category 4 0-10 years	\$30,416-\$49,956	\$31,155-\$51,170
Teacher-Category 7 0-11 years	\$34,862-\$61,536	\$35,709-\$63,031

Lump Sum Payment: Effective in June 1990, a lump sum payment equal to 1% of grid placement(minus allowances) for the year ended June 29, 1990.

Responsibility Allowances:	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
Principal-Group 1 0-5 years	\$7,004-\$12,865 (\$4,347-\$9,965)	\$7,223-\$13,268
Principal-Group 2 0-5 years	\$8,144-\$14,160 (\$5,590-\$11,207)	\$8,399-\$14,603
Co-ordinator	\$1,095 (\$1,074)	

	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
Principal-Group 1 0-5 years	\$7,440-\$13,666	\$7,621-\$13,998
Principal-Group 2 0-5 years	\$8,651-\$15,041	\$8,861-\$15,406
Coordinator	\$1,150	

Effective September 1, 1990, allowances for Vice-principal increased by 4.34% and allowances for Consultant increased by 5%. Effective February 1, 1991, Vice-Principal increased by 3.13%. Effective September 1, 1991, increased by 3% for Vice-Principal and 5% for Consultant. Effective February 1, 1992, increased by 2.43% for Vice-Principal.

Extra Degree Allowance: \$1,271 (\$1,210) for a Doctorate; \$945 (\$900) for a Master's.

Health and Welfare: Life Insurance - A teacher may opt for either a) the greater of \$25,000 of 2 times salary to a maximum of \$100,000 (unchanged). Effective September 1, 1991 the maximum shall be \$140,000; or b) \$5,000 . Employer pays 85% of premium costs.

Drugs - Effective September 1, 1990, deductible is \$1 (35¢) per prescription.

Vision - Benefit is a maximum of \$150 (\$100). Effective September 1, 1991, \$200. Employer pays 85% of premium costs.

Dental - Coverage is based on the current ODA (1988) fee schedule.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits to a maximum of 1 year for employee on maternity or adoption leave. A teacher shall reimburse the employer for 100% of the premiums, for the period in excess of 1 years duration and up to 2 years' duration.

Paid Preparation Time: Effective September 1, 1990, a guarantee of 140 minutes per week for Primary, Junior, and Intermediate school teachers. Effective September 1, 1991, 160 minutes per week.

Meal Allowance: A maximum of \$40 a day - \$8 (\$6) for breakfast, \$12 (\$9) for lunch and \$20 (\$15) for dinner.

Mileage Allowance: 29¢ per kilometre (27¢ per kilometre for the first 16,000 kilometres and 20¢ per kilometre thereafter).

York City Board of Education - Local 994, Canadian Union of Public Employees (CLC) (caretaking, maintenance, stockroom and surveillance employees):
A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 227 employees, settled at the bargaining stage and ratified on June 12, 1990. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	6.8%	6.8%
	Caretaker-Cleaner Over 6 months	\$14.40 (\$13.48)	\$15.38
	Plumber and Steamfitter	\$23.20 (\$21.72)	\$24.78

COLA (new): 1% per 1% increase in the Metropolitan Toronto CPI - 1981=100, between the period January 1, 1991 to December 31, 1991. Triggered at 107.1% of the December, 1990 CPI for Metropolitan Toronto. Amount payable is capped at 3% of the employees basic annual wages or salary. Paid as a lump sum.

Health and Welfare: Life Insurance - Effective August 1, 1990, the employer pays 100% of the premiums for the first \$30,000 (\$25,000) of coverage.

LTD Indexing (new) - Effective January 1, 1991, payment for employees in receipt of LTD benefit for more than two years will be adjusted as follows: The CPI - 1981=100 minus 1% from December to December index in each year, capped at 4%. Annual adjustments will be made on January 1st of each year. There will be no double indexing.

Semi-Private Hospitalization (new) - Effective August 1, 1990 the employer pays 75% of the premium cost. Effective January 1, 1991, employer pays 100% of the premium costs.

Vision - Effective August 1, 1990, eyeglass coverage increased to \$120.00 per person per two-year period. Effective January 1, 1991 the eyeglass coverage will be increased to \$140 per two-year period.

Dental - Effective August 1, 1990, the existing major restorative rider will be replaced by a major restorative and orthodontic rider. The employer's portion of the premium will be increased to 80% (75%) based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the employer's portion of the premium will be increased to 90% based on the 1990 ODA fee schedule.

Supplementary
Unemployment
Benefit Plan
For Maternity
or Adoption
Leave (new):

Pays an amount equal to 90% of the employee's weekly insurable earnings for the two-week UIC waiting period.

Travel
Allowance:

38¢ (22¢) for call out. \$3 (\$2.50) per move from one school to another.

Car Allowance:

\$85-\$285 (\$70-\$270) per year depending on the number of kilometres driven.

Distance
Allowance:

In addition to car allowance, maintenance employees required to use their car will be paid 38¢ (35¢) per kilometre.

Safety Shoe
Allowance:

A maximum of \$135 every two years. (Previously, \$55 once per year.)

Mississauga Public Library Board - Local 1989, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, office and technical employees): Two agreements expiring on December 31, 1990. A 32-month first time agreement for part-time employees effective from April 18, 1988, and a 24-month renewal agreement for full-time employees effective from January 1, 1989. Covering 380 employees, settled with mediation assistance. Duration of negotiations - 19 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Oct. 1/89</u>	<u>Jan. 1/90</u>
	General	5%	1.75%	6.8%
	Increases			
	<u>Full-time</u>			
	<u>Annual Rates</u>			

Librarian	\$14,759-\$17,450	\$15,017-\$17,755	\$16,038-\$18,962
Assistant I	(\$14,056-\$16,619)		
(0-42 months)			

Librarian II	\$31,437-\$37,727	\$31,987-\$38,387	\$34,162-\$40,997
(0-48 months)	(\$29,940-\$35,930)		

Part-time
Hourly rates

Librarian	\$8.11-\$9.59	\$8.25-\$9.76	\$8.81-\$10.42
Assistant I	(new)		

Librarian II	\$17.27-\$20.73	\$17.58-\$21.09	\$18.77-\$22.53
(new)			

Maximum hourly rate for Librarian Assistant I is reached after 6,370 hours and for Librarian II after 7,280 hours.

Sunday Premium: Time and one-half (new).
(part-time)

Paid Holidays: 8 days per year (new).
(part-time)

Vacation Pay: 4% of gross calendar pay earnings. 1 unpaid day per month to a maximum of 10 days if less than 1 year of service and 2 weeks unpaid after 1 year of service (new).

Paid Jury/
Court Witness
Leave
(part-time): Employee receives regular day's wages provided jury/witness pay is turned over to the employer (new).

Health and
Welfare:
(full-time) Major Medical - Effective July 1, 1990, Blue Cross out-of-country coverage is provided (new).

Vision - Effective June 1, 1990, maximum claim is \$150 (\$100) every 2 years.

Dental - Effective June 1, 1990, coverage is based on the 1990 (1988) ODA fee schedule.

Continuation of Benefits for Retirees - Employer pays 50% of premium costs for Life Insurance and AD & D to age 65 for employees retiring on an unreduced pension after 10 years of service. Benefit is one time annual salary to a maximum of \$50,000 (new).

Mileage
Allowance:
(full-time and
part-time) 41.2¢ (35.3¢) per kilometre up to 600 km per month, 20.7¢ (17.8¢) up to 2,000 km, and 15¢ (12.9¢) beyond 2,000 km.

HEALTH AND WELFARE SERVICES

Canadian Hearing Society at Toronto - Local 2073, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/90

General Increase 5%

Additional Adjustments Some reclassification

Annual Rates

Clerk General \$15,793-\$17,723
Grade I (\$15,041-\$16,879)

Psychologist \$49,643-\$56,905
Grade II (\$47,279-\$54,195)

Maximum rate for Clerk Grade 1 is reached after 2 1/2 years and for Psychologist, after 5 years.

Paid Vacation: 5 weeks after 11 (16) years of service, based on employee's anniversary date.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse, common-law spouse, child, parent or sibling.

Paid Maternity Leave (new): 2 weeks at 75% of weekly wage plus an additional 15 weeks at the difference between 75% of wages and the UIC benefit.

Health and Welfare: Hearing - 20% discount on purchases of accessories for assistive devices (new).

Mileage Allowance: 30¢ (27¢) per km up to 4,000.
26¢ (23¢) for 4,000 to 12,000.
22¢ (19¢) for over 12,000.

Paid Union Leave: Maximum 2 hours' paid leave as required for union representatives to attend meetings of the Labour-Management Committee (new).

Home Care Program for Metropolitan Toronto - Home Care Employees' Association (Ind.) (full-time clerical and professional employees): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>April 1/90</u>	<u>June 19/90</u>	<u>Nov. 1/90</u>
	General	5.1%		
	Increases			
	Additional		*	*
	Adjustments:			
	Clerk	\$9.82-\$11.16		\$9.82-\$11.49
	Junior	(\$9.35-\$10.63)		
	Social	\$21.05-\$22.97	\$21.05-\$23.45	\$21.05-\$23.95
	Worker	(\$20.06-\$21.90)		

		<u>April 1/91</u>	<u>July 1/91</u>
	General	5.1%	
	Increases		
	Additional		*
	Adjustments:		
	Clerk	\$10.32-\$12.08	\$10.41-\$12.18
	Junior		
	Social	\$22.12-\$25.91	
	Worker		

* Various classification and increment adjustments.

Maximum rates for Clerk Junior and Social Worker reached after 4 years.

Health and Welfare: Vision (new) - Effective July 1, 1990, maximum claim is \$125 every 2 years.

Dental - Effective July 1, 1990, coverage is based on the 1989 (1987) ODA fee schedule. Effective July 1, 1991, the 1990 ODA fee schedule.

Lanark County Corporation, Fairview Manor at Almonte and Lanark Lodge at Perth - Locals 3022 and 2976, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Two 36-month renewal agreements effective from October 25, 1989 to October 24, 1992, covering 244 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Oct. 25/89</u>	<u>Jan. 1/90</u>	<u>Oct. 25/90</u>
	General	4%		6%
	Increases			

Pay Equity Adjustments		30¢ per hour for certain classifications; 60¢ per hour for RNA	
Housekeeping Aide 0-2 years	\$10.66-\$11.26 (\$10.25-\$10.83)	\$10.96-\$11.56	\$11.62-\$12.25
RNA 0-2 years	\$12.48-\$13.36 (\$12.00-\$12.85)	\$13.08-\$13.96	\$13.86-\$14.80

Effective Jan. 1/91 Oct. 25/91

General Increase 5%

Pay Equity Adjustments	18¢ per hour for certain classifications; 15¢ per hour for RNA	
Housekeeping Aide	\$11.80-\$12.43	\$12.39-\$13.05
RNA	\$14.01-\$14.95	\$14.71-\$15.70

- Shift Premium: Effective July 1, 1990, 50¢ (45¢) for each hour worked when the majority of hours falls between 5:00 p.m. and 7:00 a.m.. Effective January 1, 1991, 55¢. Effective January 1, 1992, 60¢.
- Promotion Pay: An employee who is at the maximum rate in a classification and transfers to a higher classification, receives the one year rate in the new classification (new).
- Paid Holidays: 1 floating day is added for a total of 12 (11) days.
- Paid Vacation: 6 weeks after 25 years of service (new).
- Bereavement Leave (part-time): 3 days' paid leave upon the death of a parent, spouse, common-law spouse, brother, sister or child, 2 days for a parent-in-law, sister/brother-in-law, daughter/son-in-law, grandparent, grandchild or fiancé(e), and 1 day for an aunt/uncle, relative who resided with the employee or any other relative for whom the employee must administer bereavement responsibilities. (Previously, unpaid leave.)
- Paternity Leave (part-time): 1 day's paid leave for the birth/adoption of a child (new).
- Sick Leave: 75% of regular wages for sick leave in excess of 5 (14) consecutive calendar days to a maximum of 90 (85) working days.

Health and Welfare: Vision Care - Maximum claim is \$150 per person every 2 years.
(Previously, \$100 per person per year).

Metropolitan Toronto Children's Aid Society - Local 2316, Canadian Union of Public Employees (CLC) (full-time and part-time social workers, childcare workers, general and office services and other employees): A 24-month renewal agreement effective from January 1, 1990, to December 31, 1991, covering 485 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 2/90</u>
	General Increases	4%	3%
	Additional Adjustments		Some wage restructuring due to pay equity

Annual Rates:

Level 2 (includes Clerk Typist 1)	\$18,150-\$21,231 (\$17,452-\$20,414)	\$18,695-\$21,868
Level 12 (includes Social Worker)	\$33,852-\$41,181 (\$32,550-\$39,597)	\$32,580-\$44,112

Effective	<u>Jan. 1/91</u>	<u>July 2/91</u>
General Increases	4%	3%
Additional Adjustments:	1 time increase due to pay equity averaging \$450 for levels 1-4	Some wage restructuring due to pay equity
Level 2	\$19,912-\$23,211	\$20,510-\$23,908
Level 12	\$33,884-\$45,876	\$34,901-\$47,252

Maximum rates for Clerk Typist reached after 4 annual increases, and for social worker after 6 annual increases, increased to 7 effective July 2, 1990.

The following changes are effective January 1, 1990, unless stated otherwise.

Long Service Bonus: Salary bonus of \$300 (\$200) per year for employees with 15 or more years of service.

Hours of Work: General Service Workers work 37 1/2 (40) hours per week with no loss in wages.

Shift Premium: 37.2¢ (35.8¢) for all hours between 6 p.m. and 6 a.m. Effective July 1, 1991, 38.3¢. Effective January 1, 1991, 39.8¢ and 41¢ respectively.

On-call Pay: Employee receives 50% of straight-time hourly rate for each hour "on call" (new).

Paid Vacation: 1 additional day for each additional year of completed service up to 25 for employees with 10 or more years of service, 6 (5) weeks after 25 years. Effective January 1, 1991, 4 (3) weeks after 1 year for Clerical and General Service Staff.

SUB: Maternity/Adoption Leave - Employees with 6 months' service (1 year) qualify, for a maximum of 17 weeks at the difference between 70% of wages and the UIC benefit (previously 5 days full pay).

Spouse Leave: (previously Paternity Leave) 10 (7) days within 3 months of birth of child.

Paid Absence Allowance: Special leave, authorized absence and a maximum of 18 days sick leave pro-rated for temporary and contract employees (new).

Prepaid Leave Plan (new): Full-time employees with 3 years of service are eligible for a leave of absence up to 1 year, financed through deferral of salary from previous years. Benefit coverage for life insurance, LTD, major medical and dental will continue, with premium costs 100% employee paid.

Health and Welfare: Vision - Maximum claim is \$150 (\$100) every 2 years.
Dental - Effective July 2, 1990, coverage is based on the 1990 (1987) ODA fee schedule.
Continuation of Benefits for Retirees - Effective July 1, 1990, coverage for major medical, dental and vision, with percent of premiums paid being 1 times employee's years of service at early retirement.
Continuation of Benefits for lay-off - Employer continues to pay health and welfare premiums for up to 3 months after employee is laid off (previously 100% employee paid during first 6 months of lay off).
Continuation of Benefits for Maternity/Adoption Leave - Employer continues to share premium costs after 6 month qualifying period (1 year).

Employee Protection Plan: Professional liability insurance coverage up to \$35,000 (\$25,000) at no cost to employees, for expenses incurred in defence of acquitted criminal charges.

Meal Allowance:	\$10 (\$7) after 5 p.m. and a minimum of 3 hours overtime.
Mileage Allowance:	Effective July 1, 1990, 28¢ (26¢) per kilometre and \$15 (\$11) insurance allowance. Effective January 1, 1991, 29¢ per kilometre and \$18 insurance allowance.

PERSONAL SERVICES

Harbour Castle Westin, previously Toronto Harbour Castle Hotel, Toronto - Local 351, Textile Processors (Ind.): A 36-month renewal agreement, effective from June 1, 1990 to May 31, 1993, covering 685 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jun. 1/90</u>	<u>Jan. 1/91</u>	<u>Jun. 1/91</u>
Increases				
Gratuity Employees	5%		3%	4%
Non Gratuity Employees	5%		5%	4%
Additional Adjustments	*			
Waiter/ Waitress	\$6.05 (\$5.76)		\$6.23	\$6.48
Maid	\$9.19 (\$8.75)		\$9.65	\$10.04
Electrician	\$12.58-\$13.86 (\$11.98-\$13.20)		\$13.21-\$14.55	\$13.74-\$15.14
		<u>Dec. 1/91</u>	<u>Jan. 1/92</u>	<u>Dec. 1/92</u> <u>Mar. 1/93</u>
Gratuity	3%	4%	3%	
Non Gratuity	4%	4%	4%	
Additional Adjustments				27¢ for Maids & Housemen
Waiter/ Waitress	\$6.67	\$6.94	\$7.15	
Maid	\$10.44	\$10.86	\$11.29	\$11.56
Electri- cian**	\$14.28-\$15.74	\$14.86-\$16.37	\$15.45-\$17.02	

* Mini-Bar, Bus Drivers, Kitchen staff, Stewards, convention services receive special wage adjustments prior to General Wage increases and they are reflected in previous wages. Health Club and Staff Cafeteria wages increase as of new agreement.

** Progression from "after probation" rate to levels 1, 2 or 3 is automatic (previously, not automatic).

Paid Vacation: Effective January 1, 1991, 4 weeks vacation after 12 (14) years of service.

Health and Welfare Fund: Employer Contribution - Effective with the payment made for August 1990, \$85 (\$80) per month per each full-time seniority employee to the Union Health and Welfare Fund. Effective June 1991 and 1992, \$90 and \$95 per month respectively.

Continuation of Benefits - Premium to be maintained in the case of absence due to illness or injury for the month in which the employee last worked plus 3 months, once in any 12-month period (new).

Pension Plan: Employer Contribution - Effective January 1, 1993, 15¢ (10¢) per hour per full-time seniority employee to the Union Pension Plan.

Gratuities: Banquet Beverage - Effective June 30, 1990, \$6.25 (\$6) per hour for employee working at Cash Cafeteria function. Effective June 1, 1991 and 1992, \$6.50 and \$6.75.

Bell Person - Effective September 1, 1990, \$1.90 (\$1.75) for each bag in and each bag out on tour and \$1.75 (unchanged) per person on Tour packages. Effective September 1, 1991, and 1992, \$2 and \$2.15 respectively per bag and \$1.85 and \$2 for Tour Package.

Banquet Department - Gratuity is 12.5% (unchanged) but split changes to 25% (26.64%) to House and 75% (73.36%) to Employees.

New Year's Eve - \$65 (\$60) guaranteed gratuity. Effective June 1, 1991, \$70.

Room Service - \$2 (\$1.90) per complimentary delivered item. Bartender charge of \$7 (unchanged) is now split 50% (60%) House - 50% (40%) employee.

Corkage Charge - 70% (65%) to waiter and 30% (35%) to House.

Car Jockey (new): \$1 for parking or delivering a rental car.

Knife Allowance (new): Effective June 4, 1990, \$50 to be paid on the employee's anniversary to all cooks required to provide their own knives. Effective in second and third years \$55 and \$60 respectively.

Loading and Unloading Allowance (new): Effective January 1, 1992, for functions booked after August 1, 1991, while performing work for outside contractors, housemen will receive rate of pay being paid to Labourers Union as per Display Association Collective agreement.

Safety Shoe Allowance: Effective June 30, 1990, \$35 (\$30) for safety shoes. Effective June 1, 1991, \$40.

Negotiating Committee Leave: \$5 per hour to a maximum of 8 hours for gratuity employees on the negotiating committee (new).

Pay for Management Sponsored Functions: Effective August 1, 1990, Banquet Waiter/Waitress and Bartender receive \$22 (\$21) for Breakfast; \$25 (\$24) for Lunch and Reception; and \$32 (\$31) for Dinner. Effective June 1, 1991 and 1992, each of these amounts is increased by \$1.

Drivers (new): Minimum \$50 fee for drivers working during unscheduled time on special trip.

Westin Hotel at Ottawa - Local 351, Textile Processors (Ind.) (full-time and part-time employees*): A 36-month renewal agreement from May 1, 1990 to April 30, 1993, covering 396 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Apprentices and part-time employees are recognized in this agreement.

Wages:	Effective	<u>May 1/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>
	Increases:			
	Non-gratuity	4%	3%	4%
	Gratuity	5%		
	Additional Adjustments	\$1 for Private Bar Attendant, 25¢ for Seamstress and varying amounts for Culinary staff		25¢ for Service Bartender
	Servers	\$6.41 (\$6.10)	\$6.41	\$6.73
	Electrician	\$16.11 (\$15.49)	\$16.59	\$17.26
		<u>Nov. 1/91</u>	<u>May 1/92</u>	<u>Nov. 1/92</u>
	Increases:			
	Non-gratuity	3%	4%	3%
	Gratuity		5%	
	Servers	\$6.73	\$7.06	\$7.06
	Electrician	\$17.77	\$18.49	\$19.04

Feb. 1/93

Additional
Adjustments

25¢ for Pot Washer
and Dish Washer,
17¢ for Room Attendant
and 25¢ Service
Bartender

Shift Premium
(full-time):

25¢ for Bellmen on overnight shift (new).

Overtime Pay
(full-time):

Maintenance Staff - Time and one-half for work
on 6th and/or 7th day of a scheduled work week (new).

Other Employees - Effective May 1, 1992, time and one-half for
work in excess of 8 hours per day (new).

Reporting
Pay (full-
time):

Minimum 8 hours' pay at straight time rate for full-time
employees, minimum 6 hour's pay for waiting staff in
dining rooms and lounges, and a minimum of 4 hours' pay for
part-time employees (Previously, minimum of 4 hours' pay at
straight time for all employees.)

Call-in Pay
(full-time):

Minimum 5 (4) hours' pay at straight time, or actual hours
worked, whichever is greater.

Paid Holidays
(full-time):

One day's pay in addition to vacation pay for holidays
observed during employee's scheduled vacation. (Previously,
received holiday pay and be granted a substitute day off within
30 days.)

Paid Vacation
(full-time):

Effective May 1, 1991, 3 weeks after 4 (5) years of service and
4 after 10 (12) years.

Bereavement
Leave
(full-time):

3 days' paid leave upon death of mother/father-in-law,
grandchildren, grandparents of employee or employee's spouse,
step-children and step-parents (new). 1 day's paid leave upon
death of sister/brother/son/daughter-in-law (new). 2(1) days'

paid leave, and if requested, 1 additional day without pay, when
unable to attend funeral outside of Canada.

Gratuities
(full-time):

Banquet Employees - 75% (70%) for staff including 12 1/2% for
banquet housemen and 25% (30%) for management. A flat \$100
gratuity for banquet servers during a New Year's Eve function
(new).

Bell Persons - Minimum \$1.90 (\$1.75) in and out for each day on
tour. Effective May 1, 1991, and 1992, \$2 and \$2.15
respectively. \$1.90 per complimentary room service delivery in
connection with group room bookings(new). Effective May 1, 1991
and 1992, \$2.05 and \$2.25 respectively.
- \$2.00 for relocates and short trips if within 15 minutes, if
longer than 15 minutes \$5 per hour to a maximum of \$10 (new).

Room Service Bills - 15% automatic gratuity to pre-tax total
(Previously, 15% gratuity suggested to customer on bill.)

Sick Leave (full-time): Sick pay benefits will commence after third day of illness, to a maximum of 4 days (new).

Health and Welfare (full-time): Employer Contribution - \$80 (\$75) per month per employee to the Textile Processors, Local 351 Health and Welfare Fund.
Effective May 1, 1991, and 1992, \$85 and \$90 respectively.

Continuation of Benefits - Employer continues to pay health and welfare premiums for up to 3 months while employee is on sick leave.

Pension Plan (new): Effective February 1, 1993, employer contributes 10¢ per hour worked for each active full-time employee to union trustee pension plan.

Meeting Allowance (full-time): Minimum of 4 hours' pay at straight time for mandatory meetings. (Previously paid at regular rate for time spent in meetings).

Training Allowance (full-time): 50¢ per hour for culinary employees (new).

FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (hospital services group, supervisory and non-supervisory): A 12-month renewal agreement effective from June 7, 1990 to June 21, 1991*, with wages retroactive to December 22, 1987, covering 280 employees, settled by back to work legislation during a work stoppage.
Duration of negotiations - 2 1/2 years.

* Previous agreements expired December 21, 1987.

Wages:	Effective	<u>Dec. 22/87</u>	<u>Dec. 22/88</u>	<u>Dec. 22/89</u>	<u>Dec. 22/90</u>
General Increases		5%	5%	4%	3%
<u>Non-supervisory Ontario Region</u>					
HS-1		\$9.69 ((\$8.34-\$9.23))	\$10.17	\$10.58	\$10.90
HS-9		\$17.19* ((\$12.83-\$14.35))	\$18.05	\$18.77	\$19.33
HS-10 (new)		\$18.17	\$19.08	\$19.84	\$20.44

* Includes internal equity adjustments applied on the new single rate before economic increases.

Shift Premium:	Effective April 23, 1990, \$1 per hour for hours worked between 4 p.m. and 8 a.m. if half or more of the shift is scheduled during that time. (Previously, 0¢-50¢-60¢ for shifts scheduled to start at 6 p.m. or 10 p.m.)
Paid Holiday Premium:	Double time if worked contiguous to a scheduled day of rest (new).
Personnel Selection Leave (new):	Leave with pay for interview period and reasonable travel time when applying for a position with the Public Service.
Sick Leave Credits:	Credits earned but unused will be restored to laid-off employee if reappointed to the Public Service within 1 year from date of lay-off (new).
Reporting Pay:	Minimum 3 hours' pay at applicable overtime rate, (previously, 4 hours' at straight time) on day of rest.
Call-back Pay:	Minimum 3 hours' pay at appropriate overtime rate (previously, 4 hours' at straight-time).
Severance Pay:	Effective May 17, 1989, maximum 30 (28) weeks in case of death, retirement, incapacity or incompetence (new). Maximum deleted (previously, 28 weeks) in case of lay-off.
Penological Factor Allowance:	Ranges from \$480 (\$420) to \$1600 (\$1400) per year depending on the type of institution and the degree of contact.
Acting Pay:	Employee receives higher rate for the entire acting period after 2 (3) days.
Standby Pay:	\$10 (\$7) per 8 consecutive hours or portion thereof.
Weekend Premium:	Effective April 23, 1990, 75¢ (55¢) per hour in addition to any applicable shift premium.
Designated Holiday Pay (Part-time):	4.25% (4%) of earnings for all straight-time hours worked in lieu of holiday pay.
Reporting Pay (Part-Time) (new):	Minimum 4 hours' pay at the straight time rate on designated holiday or day of rest.
Paid Vacation (Part-Time)	Effective April 1, 1989, one-half (5/12) of the hours in the workweek per month after 30 years.
Paid Vacation:	Effective April 1, 1989 4 weeks after 8 (9) years of continuous service and 6 weeks after 30 years of continuous service (new). Effective April 1, 1990 5 weeks after 19 (20) years of

continuous service. Effective June 7, 1990 vacation entitlement to be based on all service, whether or not continuous except when severance has been paid.

Health and Welfare: Dental Plan - Effective June 1, 1988, the employer pays 100% (50%) of premium costs.

Job Security: Technological Change (new) - Notice to the Union of not less than 180 days of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 185, Canadian Union of Public Employees (CLC) (part-time and seasonal employees): A 12-month renewal agreement effective from October 1, 1989 to September 30, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 1/89</u>	<u>June 1/90</u>
	Increases		
	Lifeguards	4.04%-5.29%	1.76%-2.62%
	All other Classifications	6.7%	
	Locker Room Attendant	\$5.36 (\$5.02)	
	Lifeguard Instructor III (Recreation)	\$9.55 (\$9.07)	\$9.80

Clothing Allowance: 1 pair of shorts per year for Locker Room Attendants (new). 1 track suit and 2 golf shirts per year for Health Club Attendants (new).

Paid Competition Leave (new): 6 hours' pay per regular competition and 10 hours' pay for championship competition.

Hamilton City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 490 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General Increases	5%	2.203%

Annual Rates

Fire Fighter* III Class	\$34,637.12 (\$35,187.72)	\$35,399.93
Fire Fighter I Class	\$46,183.01 (\$43,983.74)	\$47,199.74
Platoon Chief	\$63,805.28 (\$60,767.08)	\$65,210.46

* Fire Fighter III rate is 75% (80%) of Fire Fighter I rate.

Court
Attendance
Leave:

Time and one-half for attendance in court during off-duty hours with a minimum of 4 hours (new).

Health and
Welfare:

Vision - Maximum claim is \$200 (\$100) every 2 years.

Dental - Maximum lifetime orthodontic claim is \$2,500 (\$2,000).

Survivor Benefit - Employer pays 100% of premium costs for major medical and dental coverage for surviving spouse until age 65 or until spouse remarries or until coverage is available through another employer. Dependent child covered until age 18 or age 25 if attending school (new).

Pension Plan:

Pension Indexing (new) - Benefits for current retirees increased in accordance with cost of living increases approved by OMERS Board.

Safety Shoe
Allowance:

Maximum \$50 (\$35) per year.

Ottawa City Corporation - Local 503, Canadian Union of Public Employees (CLC)

(part-time recreation employees): A 48-month renewal agreement effective from January 1, 1987 to December 31, 1990, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88	Jan. 1/89
Increases		7.9% for Facility Attendant I; 4% for all others	4.5%	3% or 5% depending upon classification
Facility Attendant I		\$4.79 (\$4.44)	\$5.01	\$5.16
Professional Specialist IV		\$18.65 (\$17.93)	\$19.49	\$20.07

Effective	<u>Sept. 1/89</u>	<u>Jan. 1/90</u>	<u>Sept. 1/90</u>
Increases	3% for Technical and Professional Specialists; 10% for all others	3%	0.9%-15.7%
Facility Attendant I	\$5.68	\$5.85	\$6.26
Professional Specialist IV	\$20.67	\$21.29	\$21.93

Call Back Pay: One hour at straight time rate in addition to wages for all hours worked (previously, minimum 2 hours' pay at regular rate).

Paid Holidays: Boxing Day is added for a total of 10 (9) days.

Vacation Pay: 4% for less than 1 (2) year of service, and 6% after 1 (2) year.

Bereavement Leave: Up to 3 (1) days' paid leave upon death of a grandparent.

Payment in Lieu of Fringe Benefits: 12% of earnings for eligible employees continues.

Education Allowance: Employer pays 100% of tuition costs for required recertification of entrance level qualifications.

Mileage Allowance: Effective January 1, 1989, 32.1¢ (22¢) per kilometre.

Ottawa City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 590 employees, settled at the bargaining stage.
Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>	<u>Sept. 1/90</u>
General Increases		3.1%	3.01%	2.9209%
<u>Annual Rates</u>				
Fire Fighter 3rd Class		\$35,232 (\$34,173)	\$36,293	\$37,353
Fire Fighter 1st Class		\$44,759 (\$43,413)	\$46,106	\$47,453
Platoon Chief		\$62,663 (\$60,779)	\$64,549	\$66,435

Overtime Pay: Effective June 1, 1990, Fire Division employees receive time and one-half for every hour beyond regular working hours provided such hours are not extended for emergency situations. (new).

Standby Pay: On any call-out from standby, employees paid at a rate of time and one-half over and above standby pay (previously minimum of 2 hours' allowance at time and one-half, or time worked at time and one-half, or standby pay, whichever was greater).

Paid Vacation: Effective December 31, 1990, 4 weeks after 9 (10) years of service.

Health and Welfare: Effective June 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule.

Windsor City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 274 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General	5.299%	4.249%	4%	2%
	Increases				

Annual Rates

Fire	\$36,111.14	\$37,645.40	\$39,151.32	\$39,934.44
Fighter	(\$34,294.26)			
3rd Class				
Fire	\$45,138.86	\$47,056.88	\$48,939.28	\$49,918.18
Fighter	(\$42,867.24)			
1st Class				
Assistant	\$65,128.96	\$67,896.40	\$70,612.62	\$72,024.94
Deputy	(\$61,852.44)			
Chief				

Paid Holidays: 11 periods of 8 hours in Lieu of statutory holidays (Previously, (Dispatchers): contract was silent).

Health and Welfare: Major Medical - Effective July 1, 1990, Home for the Aged coverage is added (new). Maximum claim for psychological counselling is \$1,500 (\$250) per year for each member. Maximum claim for speech therapy is \$1,500 (\$250) per year for each member.

Dental - Coverage continues to be based on current ODA fee schedule.

Mileage Allowance: Effective July 1, 1990, 35¢ (30¢) per kilometre.

Addenda

May 90 Settlement

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 15,863 employees, settled at the post mediation bargaining stage and ratified in May 1990. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/90</u>
	General Increase	6.45%
	Pay Equity	11¢-79¢ per hour
	Adjustments	depending on classification*

Additional	1.5% compounded for Data
Adjustments	Processing Technician 1-7

Weekly Rates

36.25 hours per week

Operator 2,	\$449.21-\$488.13
Microfilm	(\$393.35-\$429.91)

Supreme Court	\$764.62-\$887.68
Reporter 1	(\$718.29-\$833.89)

Maximum rates are reached in annual steps on merit.

* Effective January 1, 1991, adjustment of 53¢-\$1.77 depending on classification.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JULY 1990



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in July, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

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MINES

Noranda Minerals Inc., Geco Division, at Manitouwadge - Canadian Union of Base Metal Workers (CNTU) (mine and plant employees):
A 24-month renewal agreement effective from August 1, 1990 to July 31, 1992, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/90</u>	<u>Feb. 1/91</u>	<u>Aug. 1/91</u>
	General Increases	5.5%	1.5%	5%
	Cola Fold-in	2¢		
	Category I (Labourer)	\$14.62 (\$13.855)	\$14.84	\$15.59
	Category 19 (Maintenance Tradesman)	\$18.13 (\$17.175)	\$18.40	\$19.32
COLA:	Per cent per per cent increase in the CPI - 1971=100, from the July 1990 to July 1991 index. Triggered at 5.5% (4%). (Basic formula is unchanged.)			
Shift Premium:	0-60¢-75¢ (0-45¢-55¢).			
Sunday Premium:	\$3.25 (\$2.75) for each hour worked on a scheduled shift on a Sunday.			
Paid Vacation:	5 weeks after 17 (18) years of service.			
Bereavement Leave:	4 (3) days' paid leave upon death of immediate family member.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$35,000 (\$25,000). <u>Weekly Indemnity</u> - Benefit is \$384 (\$318). <u>LTD</u> - Maximum monthly benefit is \$850 (\$700) per month. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective August 1, 1991, plan extended to include orthodontic coverage with a maximum lifetime claim of \$1200 per family member. Employer pays 50% of premium costs, with 50%-50% co-insurance (new).			
Pension Plan:	<u>Basic benefit</u> - \$25 (\$19) per month per year of service.			

Denison Mines Limited at Elliot Lake - Locals 5762 and 5815, United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical employees): Two 12-month extension agreements effective from September 2, 1990 to September 1, 1991, covering 1500 employees*, settled at the direct bargaining stage. Duration of negotiations - 3 days.

* Includes 380 employees currently on lay-off status.

Wages: Effective Sept. 2/90

No increase in
rates that
were in effect at
the expiry of
the previous agreement

Production and Maintenance

Job Class 2 \$16.41
(Surface Labourer)

Job Class 20 \$19.83
(Journeyman Electrician)

COLA: \$1.51 was generated during the previous agreement. \$1.15 was folded into wages, leaving 36¢ to float.

1¢ per 0.35 point change in the CPI - 1961=100, using July 1990 as the index base. Adjusted quarterly. (Basic formula is unchanged.)

FOOD AND BEVERAGE

Interbake Foods (1988) Ltd. at London - Local 242, Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping employees and drivers): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 327 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		65¢	65¢	85¢
Group 2 (includes Packer)		\$11.80-\$12.08 (\$10.84-\$11.43)	\$12.77-\$12.99	\$13.62-\$13.84
Group 9 Technician		\$16.26 (\$15.61)	\$16.91	\$17.76

- Shift Premium: 0-35¢-40¢ (0-33¢-38¢). Effective May 1, 1991, 0-37¢-42¢. Effective May 1, 1992, 0-39¢-44¢.
- Overtime Pay: Payable for hours worked immediately (1 1/2 hours) after completion of regular shift. Time and one-half for hours worked on Saturday or the sixth day of a scheduled work week. Double time for hours worked on Sunday or the seventh day of a scheduled work week.
- Paid Holidays: Effective May 1, 1991, 1 floater day is added for a total of 13 days.
- Holiday Pay - Time and one-half for the first 8 hours worked on a holiday. Two and one-half for any work beyond 8 hours.
- Paid Vacation: 2 weeks at 4% after 1 to 5 years of service. 3 weeks at 6% after 5 to 12 years of service. 4 weeks at 8% after 12 to 20 years of service. 5 weeks at 10% after 20 to 25 years of service. 6 weeks at 12% after 25 or more years of service.
- Jury Duty
Crown Witness,
Court Attendance
Leave: Summoned or subpoenaed employee receives a full day's pay at the straight time hourly rate for each day an employee is required to serve on any jury, provided employees would have worked on the day or days actually served on the jury.
- Health and
Welfare: Life Insurance and AD & D - Effective August 1, 1990, benefit is equal to annual earnings with a minimum of \$13,000 (\$11,000) on a basis of \$500 increments to a maximum of \$21,000 (\$19,000). Effective May 1, 1991, minimum \$14,000 and maximum of \$22,000. Effective May 1, 1992, minimum \$18,000 and maximum of \$26,000.
- Life Insurance for Future Retirees - Effective August 1, 1990, benefit is \$1,600 (\$1,500). Effective May 1, 1991, \$1,700. Effective May 1, 1992, \$2,000.
- Major Medical - Employer pays 90% of premium costs after annual deductibles of \$10 for single coverage and \$20 for family coverage. Effective May 1, 1990, maximum lifetime benefit is \$40,000 (\$35,000). Effective May 1, 1992, \$50,000.
- Vision (new) - Effective August 1, 1990, maximum claim is \$75 per person for 2 years towards prescription glasses or contact lenses. \$75 for 1 year for children under 18 years of age. Effective May 1, 1992, \$100 per person for 2 years, and \$100 per year for children under 18 years of age.
- Dental Plan - Coverage continues to be updated annually to the current year's ODA fee schedule. Effective August 1, 1990, coverage extended to include preventive services at 100% co-insurance and restorative services at 50% co-insurance. (Previously just basic services at 80% co-insurance and dentures at 50% co-insurance.)
- Safety Shoe
Allowance: Effective July 15, 1990, \$55 per year. Effective May 1, 1991, \$60 per year.

Uniform Allowance: All plant employees will be provided with 2 clean uniforms per week.

Mileage Allowance: 2¢ per mile for Long-Haul Tractor Trailer Driver.

Tool Allowance: Effective August 15, 1990, \$132.50 per year. Effective May 1, 1991, \$135. Effective May 1, 1992, \$138.

Severance Pay: 1 week's pay for 5 years or less of service who is terminated due to the exhaustion of recall rights or plant closure. 1 week's pay per year of service for employee with 5 or more years, to a maximum of 26 weeks.

TEXTILE

Torfeaco Industries Ltd. at Toronto - Local 1003, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1990 to February 28, 1992, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Mar. 1/90	Mar. 1/91
General Increases		55¢	45¢
Utility Worker (after 25 weeks)		\$7.50 (\$6.95)	\$7.95
Garment Machine Operator (after 25 weeks)		\$10.40 (\$9.85)	\$10.85

Bereavement Leave: 1 day's leave with pay upon death of aunt and uncle-blood relative (new).

FURNITURE AND FIXTURE

Centrac Industries Limited at Toronto - Local 27, Carpenters (AFL-CIO/CLC): A 12-month first agreement effective from July 9 to July 8, 1991, covering 200 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	July 9/90
General Increase		4%
Sewer		\$6.88-\$9.29 (\$6.62-\$8.93)

Cabinet Maker

\$11.93-\$17.68
(\$11.47-\$17.00)

Maximum rates are reached on merit.

Lump Sum
Settlement
Payment:

Effective July 26, 1990, and August 9, 1990, \$50 for all employees on the payroll as of July 9, 1990.

Special Wage Adjustment:

The employer will provide a fund of \$25,000 to be used to increase the rate of pay for all employees on staff as of July 9, 1990, earning \$10 or less per hour. The adjustments will become effective July 9, 1990 and are to be applied after application of the 4% general increase.

Vacation Pay:

6% (4%) after 10 years of service..

Bereavement
Leave:

3 days' paid leave upon death of spouse, parent, grandparent, child, brother and sister (new).

Health and Welfare:

Dental Plan - Coverage is based on the 1986 (1981) ODA fee schedule.

PRINTING, PUBLISHING AND ALLIED

Sullivan Graphics Inc. at Stevensville - Local 425C, Graphic Communications Union (AFL-CIO/CLC) (press, pre-press and bindery employees):

A 24-month first agreement effective from January 1, 1990 to December 31, 1991, covering 228 employees, settled with mediation assistance July, 1990. Duration of negotiations - 5 months.

Wages:

Effective

July 15/90

Jan. 1/91

Increases

Plant employees

4% plus 25¢

4% plus 25¢

All other employees

4%

4%

Bindery

\$6.88

\$7.41

Carpenters and Plumbers

\$17.75

\$18.71

Electrical and
Mechanical
(night shift)

\$18.64

\$19.64

Overtime pay:

One and one-half times the regular rate for all hours worked beyond regular shift. Double time for work performed on Sunday providing the employee has worked 40 hours during the week.

Lead Hand Premium:	50¢ (32¢) per hour more than the highest rate in bindery group.
Call in Pay:	Minimum 4 hours' at straight-time rate.
Paid Holidays:	9 designated holidays.
Vacation Pay:	2 weeks after 1 year of service, 3 weeks after 5 and 4 weeks after 10.
Bereavement Leave:	Up to 3 days paid leave upon death of immediate family member. 1 day's paid leave upon death of a grandparent or grandchild of a seniority employee.
Jury duty, Crown Witness Court Attendance Leave:	Summoned or subpoenaed employee receives the difference between regular daily wages and jury duty pay. Payable up to a maximum of 2 months.
Paid Personal Leave:	Employees working 8 hour shifts receive one personal day off each 3 months; not to exceed 4 in a year. Employee working 12-hour shift receive one 12 hour personal day each 4 months; not to exceed 3 in a year.
Union Leave:	Up to 21 days per year.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is from \$11,000. Effective January 1, 1991, \$12,000. <u>Weekly Indemnity</u> - Benefit is based on 66 2/3% of the employees' basic weekly earnings to a maximum of \$427 per week for 15 weeks. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. <u>Major Medical</u> - Employer pays 100% of premium costs. <u>Drugs</u> - \$2.00 deductible per prescription. <u>Vision</u> - Maximum claim is \$80 per 24-month period. <u>Dental</u> - Employer contributes \$1.91 per week for single coverage and \$6.38 per week for family coverage. Employee contributes 79¢ per week. Employer pays 80% of premium costs for preventive coverage and 60% of premium costs for restorative coverage to a maximum claim of \$1,500. Employer pays 50% of premium costs for orthodontic coverage to a maximum lifetime claim of \$1,000.
Pension Fund:	<u>Employer Contribution</u> - Effective July 15, 1990, \$6 (\$5) per week per employee. Effective January 1, 1991, \$7.
Safety Shoe Allowance:	Effective July 15, 1990, a maximum claim of \$55 per year. Effective January 1, 1991, \$60 per year.

Dry Cleaning Allowance: Employer agrees to provide 5 changes of work clothes and laundering service every 2 weeks.

METAL FABRICATING

Royal Canadian Mint at Ottawa, Ontario and Winnipeg, Manitoba - Public Service Alliance (CLC): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 550 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Jan. 1/90

Average Increase 5%

Annual Rates

Order Process Clerk \$22,889
(\$21,799)

Systems Analyst \$45,854-\$53,945
(\$43,670-\$51,376)

Maximum rate for Systems Analyst is reached after 4 years.

Shift Premium: 0-60¢-70¢ (0-55¢-65¢).

Health and Welfare: LTD - Employer pays 66 2/3% (50%) of premium costs.

Major Medical - Employer pays 66 2/3% (50%) of premium costs.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule.

NON-METALLIC MINERAL PRODUCTS

Wabco-Standard Trane, American Standard Division, at Toronto - Local 231, Glass, Molders and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 15, 1990 to May 15, 1992, covering 420 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages: Effective July 8/90 May 1/91

Increases

Pottery

Day Workers 60¢ 55¢

Incentive Workers 50¢ 45¢

Increment

Grades 1-10

1¢

Day Worker Rates*

Plastics A (Assembler)	\$9.98-\$10.54 (\$9.37-\$9.93)	\$10.53-\$11.09
Plastics G (Mould Maintenance Set-up)	\$15.77-\$17.27 (\$15.07-\$16.57)	\$16.32-\$17.82

* 20¢ per hour add-on to incentive and day rates continues.

Maximum rates are reached after 6 months.

Lump sum
Payment: \$300 per employee.

Shift Premium: Effective July 9, 1990, 45¢ (40¢) per hour worked for
"off-shift" worker.

Weekend Premium: Effective July 9, 1990, 45¢ (40¢) per hour worked on Saturday
and 50¢ (45¢) per hour worked on Sunday.

Paid Vacation: 4 weeks after 12 (13) years of service.

Health and Welfare: Life Insurance and AD & D - Effective July 9, 1990, benefit is
\$17,500 (16,500). Effective May 15, 1991, \$18,000.

LTD - Effective July 9, 1990, benefit is \$115 (\$100) per week.

Dental Plan - Coverage is based on the 1989 (1987) ODA fee
schedule. Effective May 1, 1991, the 1990 ODA fee schedule.

Continuation of Benefits - Coverage continues for employee on
lay-off to a maximum of 2 years (new).

Pension Plan: Basic Benefit - \$19 (\$18) per month per year of service.
Effective May 1, 1991, \$20.

Safety Shoe Allowance: \$60 (\$55) per year.

CONSTRUCTION

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario, province-wide - Construction Council of Ontario Electrical Workers (IBEW) (AFL-CIO/CFL) (non-ICI linework): A 24-month renewal agreement effective form May 1, 1990 to April 30, 1992, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/ 90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.60*	\$2.00*
	All other areas	\$2.00	\$1.85
	<u>Journeyman Lineman</u>		
	Local 402, Thunder Bay	\$28.93 (\$26.93)	\$30.78
	Local 353, Toronto	\$30.66 (\$28.06)	\$32.60

* Includes special Toronto travel allowances of 60¢ and 15¢ respectively.

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, SUB, industry, training and other funds.

Hand Association of Sewer, Watermain and Road Contractors at OLRB Area 5 & 26 plus the Township of North and South Grimsby and the Regional Municipality of Haldimand Norfolk - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Package:	Effective	<u>July 1/90</u>	<u>May 1/91</u>
	Increases	\$1.50 for Oiler, Open-Cut \$2.00 for Crane Operator	\$1.50 for Oiler, Open-Cut \$2.00 for Crane Operator
	Oiler, Open-Cut, 1st year	\$22.70 (\$21.20)	\$24.20
	Crane Operator	\$27.32 (\$25.32)	\$29.32

Wage rates for Board Area 5 are equal to 90% of the corresponding rates for the remaining geographical areas covered by the agreement.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 81¢ (75¢) per hour earned. Effective May 1, 1991, 86¢.

Pension Fund: Employer contributes \$2.27 (\$2) per hour earned. Effective May 1, 1991, \$2.52.

Board Allowance: Maximum \$53.40 (\$48.40) per day up to \$267 (\$242) per week when required to stay away overnight. Effective May 1, 1991, \$58.40 and \$292 respectively.

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement),
Canada-wide except Quebec - Various Locals, Labourers (AFL-CIO):
 A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 300 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package: Effective May 1/90 Nov. 1/90 May 1/91 Apr. 1/92

Increases

Zone 1 Metropolitan Toronto and the Regional Municipalities of Peel, York, and Durham	\$1.50	50¢	\$2	
Zone 2 Kent, Elgin, Huron, Perth, Bruce, Grey, Oxford, Simcoe, Brant and part of Wellington Counties	\$1.25	25¢	\$1.26	
Zone 3 Middlesex	\$1.25	25¢	\$1.41	
Zone 4 Municipalities of Haldiman- Norfolk and Niagara	\$1.25		\$1.75	25¢
All other Areas	\$1.25		\$1.90	25¢

Hourly Wage Rates

Zone 1

Rodman	\$18.54 (\$17.40)	\$18.99	\$20.54
Specialized Labourer	\$19.69 (\$18.55)	\$20.14	\$21.69

Shift Premium (new):	\$1 per hour for shifts starting at or after 6 p.m.
Health and Welfare:	Employer contributes 70¢ (60¢) per hour worked. Effective May 1, 1991, 85¢.
Pension:	Employer contributes 85¢ (70¢) per hour worked. Effective May 1, 1991, \$1.00.
Board Allowance:	Employee working at a job site requiring an overnight stay receives \$57.50 (\$55) per day. Effective May 1, 1991, \$60.
Mileage Allowance:	27¢ (25¢) per kilometre. Effective May 1, 1991, 30¢.

Canadian Automatic Sprinkler Association, Canada-wide except Quebec and British Columbia - Various Locals, Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 1,100 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Package:	Effective	<u>July 17/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.60	\$1.90
	All other areas	\$2.00	\$1.75
	<u>Local 853</u>		
	Journeyman		
	Sprinkler Fitter		
	Ontario West	\$28.82	\$30.57
	(includes	(\$26.82)	
	Thunder Bay)		
	Ontario East	\$29.30	\$31.05
	(includes Ottawa)	(\$27.30)	
	Ontario Central	\$30.01	\$31.76
	(outside 35 mile	(\$28.01)	
	radius of Toronto		
	City Hall)		
	Metro Toronto	\$30.61	\$32.51
	(inside 35 mile	(\$28.01)	
	radius of Toronto		
	City Hall)		

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds, 5¢ to the training fund, 10¢ to the building fund, and 20¢ field dues.

Pension Fund: Effective July 17, 1990, employer contributes \$1.75 (\$1.50) per hour earned. Effective May 1, 1991, \$2.

Board Allowance: Effective July 17, 1990, \$50 (\$45) per day based on 7 days. Effective May 1, 1991, \$55.

Mileage Allowance: Effective July 17, 1990, 35¢ (30¢) per kilometre on travel to jobs outside free zone. Effective May 1, 1991, 40¢.

Catalytic Maintenance Inc. at various locations throughout southern Ontario - Multi-Union* (maintenance employees): Twelve 24-month renewal agreements effective from July 1, 1990 to June 30, 1992, covering 460 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 1 1/2 months.

* Includes Asbestos Workers (AFL-CIO/CFL), Boilermakers (AFL-CIO/CFL), Carpenters (AFL-CIO/CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO), Sheet Metal Workers (AFL-CIO/CFL), Structural Iron Workers (AFL-CIO), Teamsters (AFL-CIO), Cement Masons (AFL-CIO/CFL), Painters (AFL-CIO/CFL) and Plumbers (AFL-CIO/CFL).

Package:	Effective	May 1/90**	May 1/91
Increases		***	***
Labourers		\$22.33	\$23.84
Local 1059, London		(\$20.82)	
Journeyman		\$28.76	\$30.49
Pipefitter		(\$26.91)	
Local 67, Hamilton			

** Effective May 14, 1990 for Pipefitter

*** Total wage package increases are identical to increases negotiated by the respective trades in the ICI sector. Journeyman Long Term maintenance base rate is set at \$1 less than I.C.I. construction base rate (previously the same).

Package rates shown above include wages, vacation and holiday pay and employer contributions to welfare, pension, supplemental unemployment benefits, general presidents committee fund and district council funds.

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario, province-wide - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 13,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.64*	\$2*
	All other areas	\$2	\$1.85
	<u>Journeyman Electrician</u>		
	Local 402, Thunder Bay	\$28.93 (\$26.93)	\$30.78
	Local 105, Hamilton	\$30.38 (\$28.38)	\$32.23
	Local 353, Toronto	\$30.70 (\$28.06)	\$32.70

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds; and 2¢ to the education and training fund, 2¢ to the CCO fund and 1¢ to the promotional fund for Local 353.

* Amounts shown include a travel allowance for the Toronto area of 60¢. Effective May 1, 1991, an additional 15¢.

Tool Allowance: Employer supplies a maximum of 4 pairs of lineman gloves per year (new).

The following provisions apply to Local 353, Toronto.

Bereavement Leave: Maximum 3 (1) days' paid leave. Brother, sister and grandparents are included (new). Bereavement leave to be deleted from this agreement at a later date and referred to the Trustees of the Welfare Plan.

Parking Allowance: \$3.30 (\$3) per day. Effective May 1, 1991, \$3.63.

Mechanical Contractors Association of Ottawa at Renfrew and Ottawa - Local 71, Plumbers (AFL-CIO/CFL): *A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 450 employees, settled during a work stoppage. Duration of negotiations - 5 months.

* Previously, 2 agreements.

Package:	Effective	<u>July 4/90</u>	<u>May 1/91</u>
	Increases	\$2	\$1.75
	Journeyman (Houses)	\$28.46 (\$26.46)	\$30.21

Journeyman	\$29.56	\$31.31
(Service Work)	(\$27.56)	

Package rates shown include wages, vacation and holiday pay and employer contributions to the welfare and pension funds, 10¢ to training, 18¢ to the industry fund, and 46¢ (37¢) to union dues promotion funds. Effective May 1, 1991, 50¢ to the union dues promotion fund.

Shift Premium (new):	15% of base rate per hour worked beyond regular working hours or on 2nd or 3rd shifts. Weekends are excluded.
Welfare Fund:	Effective July 4, 1990, \$1.25 (\$1.20) per hour worked.
Pension Fund:	Effective July 4, 1990, \$2.20 (\$1.70) per hour worked. Effective May 1, 1991, \$2.55.
Board Allowance:	Effective July 4, 1990, \$48 (\$43) per working day. Effective May 1, 1991, \$53.
Mileage Allowance:	Effective July 4, 1990, 36 (31¢) per km. Effective May 1, 1991, 41¢.
Parking Allowance:	\$4 (\$3) per day for centre-core parking.

Metropolitan Toronto Demolition Contractors Inc., province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>July 3/90</u>	<u>Oct. 29/90</u>	<u>Apr. 29/91</u>	<u>Nov. 4/91</u>
	Increases				
	Local 506 Toronto	77¢	68¢	\$1	35¢
	All other areas	77¢	68¢	80¢	35¢
	<u>Local 506 - Toronto</u>				
	Labourer	\$17.51 (\$16.74)	\$18.19	\$19.19	\$19.54
	Truck Driver and Machine Operator	\$18.72 (\$17.95)	\$19.40	\$20.40	\$20.75

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension; 3¢ to industry, 5¢ district council funds and local union working dues.

Welfare Fund: The following employer contributions are per hour:

Effective	<u>July 3/90</u>	<u>Oct. 29/90</u>	<u>Apr. 29/91</u>	<u>Nov. 4/91</u>
<u>Locals</u>				
506	70¢ (60¢)		80¢	
247	85¢ (65¢)		\$1	
491	70¢ (60¢)			
493	70¢ (unchanged)			
527	\$1 (93¢)			
597	60¢ (unchanged)			
607	60¢ (unchanged)		65¢	
625	70¢ (unchanged)		75¢	
837	90¢ (unchanged)			
1036	\$1 (\$1.10)			
1059	60¢ (unchanged)		70¢	
1081	60¢ (unchanged)			
1089	\$1 (unchanged)			

Pension Fund: Effective July 3/90 Oct. 29/90 Apr. 29/91 Nov. 4/91

<u>Locals</u>				
506	40¢ (unchanged)			
247	90¢ (75¢)		\$1	
491	50¢ (new)			
527	50¢ (unchanged)	60¢	75¢	
597	40¢ (unchanged)		60¢	
607	70¢ (50¢)		80¢	
625	70¢ (60¢)		80¢	
837	50¢ (unchanged)			60¢
1036	80¢ (70¢)		\$1.60	
1059	60¢ (50¢)		70¢	
1081	30¢ (unchanged)		40¢	
1089	80¢ (70¢)		90¢	

Training Fund (new): Local 1059 - 5¢ per hour.
Local 1081 - Effective April 29, 1991, 5¢ per hour.

Legal Fund (new) Local 527: 10¢ per hour will be diverted from welfare contribution to a legal fund.

Group RSP (new) Local 1089: 50¢ per hour. Effective April 29, 1991, \$1.

Millwrighting Contractors Association of Ontario Inc., province-wide - Millwright District Council, Carpenters (AFL-CIO/CLC) (industrial, commercial and institutional construction): A 22-month renewal agreement effective from July 9, 1990 to April 30, 1992, covering 2,000 employees, settled at the bargaining stage.
 Duration of negotiations - 5 months.

Package:	Effective	<u>July 9/90</u>	<u>May 1/91</u>
	General Increases	\$2.05	\$1.85
	Journeyman	\$29.54	\$31.89
	Millwright	(\$27.49)	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension plans, as well as 5¢ to apprentice assistance, 10¢ to district council promotion and 5¢ to industry funds.

Pension Fund: Employer contributes \$2.40 (\$2.24) per hour earned. Effective May 1, 1991, \$2.56.

Commuting, Travel, Transfer and Board Allowances: Commuting - 16.1-24 kilometres, \$5.20 (\$4.70) per day; 24.1-32 klms., \$7 (\$6.40); 32.1-40 klms., \$8.60 (\$7.80); 40.1-80 klms., \$15.40 (\$14).

Board - 80-120 klms., \$30.80 per day. (Previously, employer paid travel and meal allowances based on availability.) 120-160 klms., \$33 and \$59.40 beyond 160 klms.

National Elevator and Escalator Association, Canada-wide - Locals 50, 90 and 96, Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 1,200 Ontario employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>July 6/90</u>	<u>May 1/91</u>
	Increases		
	Ottawa	\$2.355	\$2.56
	Toronto	\$2.995	\$2.71
	Hamilton	\$2.405	\$2.54

Elevator Mechanic

Local 96, Ottawa	\$30.345 (\$27.99)	\$32.905
Local 50, Toronto	\$31.305 (\$28.31)	\$34.015
Local 90, Hamilton	\$31.205 (\$28.80)	\$33.745

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and 8.5¢ to the education plan.

Welfare Fund: Effective May 1, 1991, employer contributes 93¢ (68¢) per hour worked.

Pension Fund: Effective May 1, 1991, employer contributes \$2.50 (\$2) per hour worked.

Ontario Precast Concrete Manufacturers' Association, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 500 employees, settled at the post mediation bargaining stage. Duration of negotiations - 5 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases	\$2	\$2
	Additional Adjustments	15¢ for Welder	10¢ for Welder
	General Precast Labourer, Local 607, Thunder Bay	\$24.57 (\$22.57)	\$26.57
	Welder (certified) and Erector, province-wide, except Local 607	\$27.83 (\$25.68)	\$29.93

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 10¢ to training funds.

Shift Premium: 0-\$2.10-\$2.50 (0-\$2-\$2.35). Effective May 1, 1991, 0-\$2.25-\$2.60.

Swing Stage Premium: \$1 (90¢) per hour.

Travel Allowance: Local 506, York County, \$4.50 each way for every 20 kilometres outside free zone (new). Effective May 1, 1991, \$5.

Local 837, Hamilton, Zone 1, \$20 round trip. (Previously \$4.50 each way.) Zone 2, \$40. All other travel as per the provincial agreement below.

	<u>May 1/1990</u>	<u>May 1/1991</u>
Outside free zone	\$9 (\$5.76)	\$10
30-35 miles	\$9 (\$12)	\$10
35-40 miles	\$18 (\$12)	\$20
40-45 miles	\$18 (\$12)	\$20
45-60 miles	\$27 (\$12)	\$30
60-190 miles	\$36 (\$17)	\$40
190 miles and over	\$126 (\$102)	\$140

Clothing Allowance: Employer pays a maximum \$225 (\$200) on proof of loss.

Non-prescription Safety Glasses (new): Employer supplies glasses and replacements at no cost to employee.

Mileage Allowance: 29¢ (27¢) per kilometre from limit of free zone to project site for employees requested to use own vehicle. Effective May 1, 1991, 31¢.

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide - Local 787, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 986 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>June 16/90</u>	<u>May 1/91</u>
	General Increases	\$1.94	\$1.81
	<u>Journeyman Refrigeration Mechanic</u>		
	Zone 4 (North of Barrie)	\$29.79 (\$27.85)	\$31.60
	Zone 1 (includes Toronto)	\$31.44 (\$29.50)	\$33.25

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 10¢ to training funds.

Travel Allowance: Effective June 16, 1990, all Journeymen receive 60¢ per hour in addition to regular wages (new). Effective May 1, 1991, 75¢.

Ottawa Electrical Contractors' Association - Local 586, Electrical Workers (IBEW) (AFL-CIO/CFL) (residential construction): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 1,400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>July 1/90</u>	<u>May 1/91</u>
	Increases	\$1.80	\$1.67
	Journeyman	\$27.13 (\$25.33)	\$28.80

Package rates shown include wages, vacation and holiday pay and employer contributions to union funds.

Travel Allowance:	Minimum \$37 (\$36) for work outside the free zone. Effective May 1, 1991, \$38.
Parking Allowance:	\$4 (\$3) per day when parking is not provided in Ottawa's downtown core. Effective May 1, 1991, \$5.
Room and Board Allowance:	\$38.00 (\$36.00). Effective May 1, 1991, \$40.
Mileage Allowance:	29¢ (28¢) per km. Effective May 1, 1991, 30¢.

TRANSPORTATION

Air Canada, system-wide - Lodge 148, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from June 25, 1990 to June 20, 1992, covering 2,886 Ontario employees, settled at the direct bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 25/90</u>	<u>June 23/91</u>
	Increases*	6%	6%

Maintenance Branch

Building Attendant 1	\$8.76 (\$8.26)	\$9.29
Aircraft Inspector 2	\$24.34 (\$22.96)	\$25.80

* Effective February 2, 1992, possible additional increase to equal the percentage increase in the 1991 CPI - 1981=100, triggered at 6% and capped at 7.5%.

New rates of pay to be established for newly hired part-time and full-time employees which will be equivalent to, but not in excess of rates in comparable organizations and subject to a maximum of \$10.56. Effective June 23, 1991, \$11.20.

Shift Premium: 0-43¢-52¢ (0-41¢-49¢). Effective June 23, 1991, 0-44¢-53¢. 57¢ (54¢) per hour worked on irregular shifts. Effective June 23, 1991, 59¢.

Endorsement Premium (new): Effective July 22, 1990, \$20 per month for each active endorsement exceeding 2 to a maximum of 5.

Paid Vacation: Effective July 13, 1990, employee absent for more than a calendar year due to sickness or injury, cannot accrue vacation credits.

Health and
Welfare:

Life Insurance - Employer pays 100% of premium costs for coverage up to \$50,000 (\$40,000) and 50% of costs thereafter to a maximum benefit of \$60,000 (\$55,000).

LTD - \$4,800 (\$3,200) maximum monthly insurable earnings.

Vision - Maximum claim is \$125 (\$75) every 2 years.

Pension Plan:

Basic Benefit - Based on the best 36 (60) months' service for employee retiring July 1, 1990.

Pension Indexing - Effective July 14, 1990, indexation extended to December 31, 1994.

Meal Allowance: Effective August 1, 1990, \$8 (\$6).

Per Diem Allowance: \$42.50 (\$40) per full day and \$21.25 (\$20) per half day when working out of town. Effective June 23, 1991, \$45 and \$22.50 respectively.

COMMUNICATION

Ontario Educational Communications Authority at Toronto - Local 72, Broadcast Employees (CLC) (office and technical employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
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Increases*

Groups A and B	7%	6%
C and D	6.5%	6%
E to M	6%	6%
N	6%	6%

Additional Adjustment	** \$60 to top of Group N salary range
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Annual Rates

Group A (includes Clerk-Typist 35 hours per week)	\$20,300-\$24,500 (\$19,010-\$22,870)	\$21,500-\$26,000
Group N (includes Graphic Designer-40 hours per week)	\$42,000-\$50,500** (\$39,600-\$47,070)	\$44,500-\$53,500

* Rounded to the nearest \$100 of annual salary. Maximum rate for Clerk-Typist is reached after 2 years and after 3 years for Graphic Designer.

Payment in Lieu of Fringe Benefits: 6% (5%) for part-time employees.

Standby Pay: \$16 (\$15) per day, maximum \$95 (\$90) per week. Effective July 12, 1991, \$17 and \$101 respectively.

Acting Pay: \$14 per tour for groups A-I and \$16 for groups J-N.
(Previously, \$11 for groups A-D, \$13 for E-I and \$15 for F-M.)

Paid Vacation: 4 weeks after 6 (7) years of service.

Paid Paternity Leave: Maximum 10 (5) days during the birth or adoption of a child.

Health and Welfare: Major Medical - Maximum lifetime claim of \$25,000 for private duty nursing has been replaced with unlimited coverage. Maximum \$100 per year for orthopaedic shoes (new).

Dental - Maximum lifetime claim is \$2,500 (\$2,000) for basic coverage with 80%-20% co-insurance. Maximum annual claim is \$1,000 for major restorative services with 50%-50% co-insurance.

Continuation of Benefits for Retirees (new) - Employer pays 50% of premium costs for major medical coverage with a lifetime maximum claim of \$25,000 which includes a \$5,000 lifetime maximum claim for nursing care.

Mileage Allowance: 29¢ (28¢) per km. Effective July 1, 1991, 30¢.

Per Diem Allowance: Maximum \$45 (\$42) per day. Effective July 1, 1991, \$47.

Meal Allowance: \$10 (\$8) after a 10 hour tour of duty.

WHOLESALE TRADE

Drug Trading Company Limited and Druggists' Corporation Limited at Scarborough and Toronto - Local 11, Energy and Chemical Workers (CLC) (office, plant and warehouse employees): Two 24-month renewal agreements effective from April 15, 1990 to April 14, 1992, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 15/90</u>	<u>Apr. 15/91</u>
	General Increases	72¢	6%
	<u>Plant Employees</u>		
	Finisher "B"	\$11.25 (\$10.53)	\$11.93

Maintenance	\$12.82	\$13.59
Mechanic	(\$12.10)	
Shift Premium:	0-45¢-45¢ (0-40¢-40¢).	
Paid Vacation:	5 weeks after 21 (22) years of service.	
Bereavement Leave:	1 day's paid leave upon death of grandchild (new).	
Health and Welfare:	<u>Vision</u> - Maximum claim is \$120 (\$100) every 2 years.	
Meal Allowance:	\$5.50 (\$5.25) after 2 hours of overtime. Effective April 15, 1991, \$5.75.	
Safety Shoe Allowance:	Maximum \$55 (\$50) per year. Effective April 15, 1991, \$60.	

RETAIL TRADE

Loblaws Supermarkets Limited* and Combined Merchandisers at various Ontario centres - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 26-month renewal agreement, effective from May 1, 1990** to June 30, 1992, covering 2000 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previously 2 separate agreements

** Previous agreement for Combined Merchandisers expired November 5, 1989

Wages:	Effective	<u>Apr. 30/90</u>	<u>July 22/90</u>	<u>Apr. 29/91</u>
General Increases				
Full-time		\$1***		\$1***
Additional Adjustments			35¢ for Grocery Manager (CMI), and 35¢ for Assistant Store Manager (Loblaws)	
	<u>Full-time Employees</u>			
Cashier,		\$9.16-\$15.91		\$9.66-\$16.91
Service Clerk		(\$8.66-\$14.91)		
Wrapper and Meat Clerk				
0-18 months				

Meat Cutter	\$9.53-\$16.91	\$10.03-\$17.91
0-24 months	(\$9.03-\$15.91)	

<u>Apr. 30/90</u>	<u>July 22/90</u>	<u>Apr.29/91</u>
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Part-time

Employees

0-5000 hours

Minimum 60¢****

Additional
Adjustment

Minor
restructuring
of wage schedule

Cashier, Service
Clerk, Wrapper &
Meat Clerk

\$6.50-\$14.50

0-5000 hours

CMI

(\$6.00-\$10.56)

0-36 months

Loblaws

(\$6.15-\$12.21)

0-48 months

*** Full-time employees - Increase is pro-rated from 50% on start rates to 100% on maximum rates for the salary grid for new employees; all current employee rates are increased \$1.00 per hour.

**** Part-time employees - Effective July 22, 1990, all current employees are placed on the new wage schedule with a minimum increase of 60¢ per hour.

Lump Sum
Payments:

Effective July 22, 1990, part-time employees of Combined Merchandisers receive equivalent of \$1 per hour on all paid hours since November 6, 1989. Part-time employees of Loblaws receive \$1 per hour on all paid hours since April 30, 1990.

Hours of work:

Employees may be scheduled up to 1 hour after normal store closing time but no later than 11 p.m. (previously one-half hour and 10:30 p.m.). Double time now paid after 11 p.m. (10:30 p.m.)

Combined Merchandisers - Full-time employees - 1 weekend off every 3 (5) weeks, and 1 Saturday off every 6 (8) weeks. Employees employed in stores open 6 nights per week, will not be designated to work more than 1 Saturday night in a 3-week period (new).

Responsibility
Pay:

Combined Merchandisers - \$10 bonus in addition to night premium for designated full-time employee in charge of the store when Store Manager/Assistant Store Manager not on duty during evening shift.

Shift Premium:

Combined Merchandisers - 40¢ for part-time employees on all hours worked in excess of 24 hours per week. Premium is also retroactive to all hours up to and including the 24 hours

already worked (previously 50¢ only for hours in excess of 24 hours).

Overtime Pay: Combined Merchandisers - Pay for work on day off is double time (time and one-half). Pay for daily overtime in excess of 2 hours is double time (time and one-half).

Evening Premium: Combined Merchandisers - \$1 per hour for all hours worked after 6 p.m. on a Saturday night if first night worked that week, \$1.50 if second night worked.

Call Back Pay: Combined Merchandisers - Full-time employees called back after completion of shift, or called in more than 3 hours prior to start of shift, receive double time (time and one-half) for a minimum of 3 hours.

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$20,000).

AD & D - Maximum benefit is \$30,000 (\$15,000).

Drugs - Part-time employees of Combined Merchandisers eligible for plan with 50¢ deductible (new).

Vision - Combined Merchandisers - Maximum claim is \$200 (\$80) every 2 years. Loblaws - Maximum claim is \$200 (\$100) every 2 years.

Meal Allowance: Combined Merchandisers - Full-time employees receive \$1.50 for each night worked (new).

Paid Rest Period: Combined Merchandisers - Full-time employees receive a 30-minute break during evening shift (previously unpaid).

EDUCATION AND RELATED SERVICES

Ontario College of Art at Toronto - Local 576, Unit 2, Ontario Public Service Employees (NUPGE) (CLC) (models, monitors, class assistants): A 36-month renewal agreement effective from June 1, 1989 to May 31, 1992, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/89</u>	<u>June 1/90</u>	<u>June 1/91</u>
	Increases			
	Models/Assistants	65¢	65¢	65¢
	Other employees	50¢	50¢	50¢
	Monitor	\$5.93 (\$5.43)	\$6.43	\$6.93
	Model	\$10.99 (\$10.34)	\$11.64	\$12.29

Class Assistant	\$12.34	\$12.99	\$13.64
	(\$11.69)		

Rates do not include vacation pay.

Vacation Pay: Effective June 1, 1990, 6% (4%) after 2,000 modelling hours of work.

HEALTH AND WELFARE SERVICES

Pembroke General Hospital at Pembroke - Local 1502, Canadian Union of Public Employees (CLC) (full-time and part-time office, technical, and service employees): A 24-month renewal agreement effective from September 29, 1989 to September 28, 1991, covering 249 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	Increases	2%-8%	4%-7%
	Additional Adjustments	*	
	Maintenance Helper	\$11.32-\$11.84 (\$10.48-\$10.960)	\$12.11-\$12.67
	Registered Technologist I	\$16.17-\$19.53 (\$15.85-\$18.83)	\$16.81-\$20.62
	Clinical Instructor	\$16.92-\$20.28 (\$16.60-\$19.58)	\$17.56-\$21.37

Maximum rate for Maintenance Helper is reached after 4-six month increases, and for Registered Technologist and Clinical Instructor, after 8 years. Effective September 29, 1990, after 9 years.

* Effective January 1, 1990, Pay Equity adjustments ranging from 9¢ to \$1.12 per hour to certain classifications.

Weekend Premium (new): 45¢ per hour worked, if the majority of the shift falls between Friday midnight and Sunday midnight.

Paid Vacation: Full-time - 4 weeks after 5 (6) years of service, 5 weeks after 15 (16) years, and 6 weeks after 25 years (new).

Part-time - 6 weeks at 12% of earnings after 25 years (new).

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent or grandchild.
1 day's paid leave upon death of niece or nephew (new).

Paid Personal Leave (new): Effective January 1, 1991, a maximum of 7.5 hours per year for the purposes of family illness or other obligations.

The following benefits apply to full-time employees only:

Health and
Welfare:

Life Insurance - Employer pays 95% (90%) of premium costs.
Effective October 1, 1990, 100%.

Semi-Private Hospitalization - Employer pays 90% (85%) of
premium costs. Effective October 1, 1990, 95%.

Major Medical - Employer pays 60% (50%) of premium costs.
Effective October 1, 1990, 75%.

Dental Plan - Effective August 1, 1990, employer pays 60% (50%)
of premium costs. Effective October 1, 1990, 75%.

Clothing
Allowance
(full-time):

\$5.70 (\$5.25) per month for the purchase and cleaning of
uniforms. Effective January 1, 1991, \$75 per year.

Safety Shoe
Allowance
(full-time):

\$40 (\$35) per year.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa
and Toronto - Employees' Association (Ind.) (full-time and
part-time employees): Two 24-month renewal agreements effective
from April 1, 1990, to March 31, 1992, covering 264 employees,
settled at the bargaining stage. Duration of negotiations - 4
months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>
General Increases		5.5%	5.5%
Pay Equity Adjustments		20¢ for Clerk Typist, 4¢ for Steno Clerk*	
Additional Adjustments		One step added to top of wage ranges except for Stores Accountant and Medical Secretary	
Clerk (Clerk Typist)		\$10.487-\$12.381 (\$9.737-\$11.149)	\$11.063-\$13.062
Clinic Assistant		\$10.819-\$12.719 (\$10.255-\$11.705)	\$11.414-\$13.419
Stores Accountant		\$11.621-\$13.399 (\$11.015-\$12.701)	\$12.260-\$14.136

* Retroactive to January 1, 1990, with both positions being
reclassified to the 'Clerk' classification.

Maximum rate for Clerk and Clinic Assistant reached after 5 (4) annual increases and for Stores Accountant after 5 annual increases.

Shift Premium (new):	35¢ between 7 p.m. and 6 a.m. Effective April 1, 1991, 40¢.
Overtime Pay: (full-time)	Employee may receive time off in lieu of overtime worked (new). Time and one-half (unchanged) if required to work with less than an 11 (10) hour rest period between work shifts.
Reporting Pay: (temporary full-time)	Full weekly salary if unable to work 37 1/2 hours due to unavailability of work (new).
Paid Holidays: (temporary full-time)	1 floating holiday is added for a total of 13 (12).
Vacation Pay: (part-time/ temporary full-time)	12% after 37,501 hours or 25 years, whichever occurs later (new).
Paid Vacation: (full-time)	6 weeks after 25 years of service (new).
Bereavement Leave:	5 (3) days' paid leave upon death of immediate family member.
Pay in Lieu of Benefits: (part-time)	8.5% for eligible employees if participating in the Red Cross Pension Plan (new) otherwise 12.5% (unchanged).
Boots and Gloves Allowance:	\$100 (\$95) for Driver on staff on October 1 of each year. Effective April 1, 1991, \$105. Part-time employee receives 50 percent (unchanged) of full-time allowance.
Dry Cleaning Allowance:	\$50 (\$45) for Clinic Assistant and Driver while loading/unloading equipment. Effective April 1, 1991, \$55. Part-time employee receives 50 percent (unchanged) of full-time allowance.
Uniform Allowance:	\$155 (\$145) for Clinic Assistant. Effective April 1, 1991, \$165. Part-time employee receives 50 percent (unchanged) of full-time allowance.
Meal Allowance:	For all employees on mobile clinic assignments and outside city boundaries - Breakfast \$5.75 (\$5.50), Lunch \$8.75 (\$8.50) and Dinner \$12.25 (\$12). Effective April 1, 1991, \$6, \$9.25 and \$13.25 respectively.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Woodbine and Greenwood Race Tracks at Toronto, Mohawk Race Track at Campbellville and Fort Erie Race Track - Local 75, Hotel Employees (AFL-CIO/CLC) (food and service employees):
A 36-month renewal agreement effective from January 1, 1990 to December 31, 1992, covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 4/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	6%-8%	6%	6%
	Server, Dining Room	\$6.68 (\$6.18)	\$7.08	\$7.50
	Cook I	\$12.87 (\$12.07)	\$13.64	\$14.46

Reporting Pay: Minimum 6 1/2 (6) hours' pay at the regular rate for employees reporting for work without being notified in advance that no work is available (at Greenwood Stands only).

Paid Holidays: 1 day added (Boxing Day) for a total of 8 (7).

Vacation Pay: 8% after 15 (16) years of service.

Health and Welfare: Group Life and Health Insurance - Effective September 1, 1990, for employees working a minimum of 20 (12) hours per week, employer pays an amount equivalent to 43¢ (31¢) times the number of hours worked during the month to a maximum of 160 hours; minimum contribution will be based on 138 hours per month. Effective May 1, 1991 and 1992, 45¢ and 47¢ respectively.

Addenda

May 1990 Settlement

FOOD AND BEVERAGE

Nestlé Enterprises Limited, Confectionery Division at Scarborough - Local 304, Brewery and Soft Drink Workers (NUPGE) (CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 500 employees, settled with mediation assistance and ratified May in 1990. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92*</u>
	General Increases	70¢	70¢	70¢

Group 1 (includes General Helper)	\$11.24 (\$10.54)	\$11.94	\$12.64
Group 5 (includes Tractor Trailer Driver)	\$14.87 (\$14.17)	\$15.57	\$16.27
Stationary Engineer 2nd Class	\$18.68 (\$17.98)	\$19.38	\$20.08

Conditional wage adjustment if the Sterling Road plant COLA formula between March 1, 1991 and February 1992, generates more than 40¢.

- Shift Premium: Effective April 1, 1991, 0-45¢-55¢ (0-40¢-45¢). Effective April 1, 1992, 0-50¢-60¢.
- Lead Hand Premium: Effective April 1, 1991, 55¢ (45¢).
- Weekend Premium (new): \$3 per scheduled hour worked on Saturday or Sunday. Effective April 1, 1992, \$3.50.
- Paid Vacation: 4 weeks after 10 (12) years of service.
- Bereavement Leave: Up to 3 days' paid leave upon death of step-father/mother/child (new).
- Health and Welfare: Life Insurance - Effective June 1, 1990, benefit is \$23,000 (\$20,000). Effective April 1, 1991, benefit is \$26,000 with full reimbursement. Effective April 1, 1992, \$30,000. (Previously, 80%-20% co-insurance.)
Vision - Effective June 1, 1990, maximum claim is \$75 (\$60) every 2 years for prescription eye glasses or contact lenses. Effective April 1, 1992, \$100.
Dental - Effective June 1, 1990, employer pays 100% (75%) of premium costs. Maximum claim for basis services is \$1,000 (\$500) per person per year. Coverage is based on the 1989 (1988) ODA fee schedule. Effective April 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectfully.
- Pension Plan: Effective June 1, 1992, \$10 per month per year of service. (Previously a payout of 40% of total contributions per year at retirement. Employee contributed 3.2% of earnings up to C.P.P./Y.M.P.E. and 5% of earnings greater than Y.M.P.E.).
- Meal Allowance: \$4.50 (\$4) after 2 hours of overtime and \$7.50 (\$7) for Truck Driver working outside a 30-mile radius. Effective April 1, 1992, \$5 and \$8 respectfully.

Safety Shoe Allowance: Maximum of \$60 (\$50) per pair per year. Effective April 1, 1991 and 1992, \$65 and \$70 respectfully.

Training Allowance: Effective April 1, 1991, 55¢ (20¢).

Tool Allowance (new): \$200 per year for designated maintenance employees.

June 1990 Settlements

WOOD

Dubreuil Forest Products Limited, previously Dubreuil Brothers Limited, at Dubreuilville - Employees' Association (Ind.): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 355 employees, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/90	Sept. 1/91	Sept. 1/92
General Increases		60¢	65¢	Subject to average increase negotiated by United Sawmill, Mallette Lumber and Lecours
General Labour		\$14.64 (\$14.04)	\$15.29	
Mechanic Class A		\$17.75 (\$17.15)	\$18.40	

Previous rates include a 75¢ general increase on September 1, 1989, equal to the average increase negotiated by Lecours Lumber, United Sawmill and Mallette Lumber in Northern Ontario, as agreed to during the previous agreement.

Shift Premium: Effective June 21, 1990, 0-40¢ (0-36¢-38¢). Effective April 1, 1991 and 1992, 0-42¢ and 0-45¢ respectively.

Lead Hand Premium: Effective June 21, 1990, 50¢ (40¢) per hour.

Bereavement Leave: Effective June 21, 1990, 3 (1) days' paid leave upon death of a grandfather or grandmother.

Health and Welfare: Life Insurance - Effective June 21, 1990, benefit is \$30,000 (\$25,000).

Weekly Indemnity - Maximum benefit is \$408 (\$384) for employees in the Woods department. Further increases will be equivalent to the increases negotiated by Lecours Lumber, United Sawmill and Mallette Lumber.

LTD - Effective June 21, 1990, maximum benefit is \$1,400 (\$1,150) per month.

Dental Plan - Effective September 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1991, the 1990 ODA fee schedule.

Safety Shoe Allowance: Effective June 21, 1990, \$25 (\$17) once or twice per year depending on classifications. \$80 per year for millwrights, welders, oilers, mechanics and electricians (new).

Tool Allowance: Effective June 21, 1990, employer reimburses 3% of the cost of tools each year. (Previously, 2% of cost of tools in excess of \$3000 every year.)

EDUCATION AND RELATED SERVICES

North York Board of Education - Local 1353, Canadian Union of Public Employees, (CLC) (office, clerical and technical employees, and classroom assistants): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 1,100 employees, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91
	General Increases	6.8%	6.8%
	Cafeteria Assitant	\$11.43-\$13.71 (\$10.70-\$12.84)	\$12.21-\$14.65
	Grade 7 (includes Director's Secretary)	\$18.96-\$22.12 (\$17.75-\$20.71)	\$20.25-\$23.62

Maximum rates are reached after 4 annual increases.

COLA (new): For the period January 1, 1991 to December 31, 1991, per cent per per cent increase in the Metro Toronto CPI - 1981=100, using December 1990 as the base. Triggered at 7.1%. Capped at 10.1%. Calculated monthly and payable in a lump sum.

Paid Union Leave: 1 day's paid leave per calendar year for negotiating committee members preparing amendments for the next collective agreement (new).

Paid Maternity/Adoption Leave: 90% of weekly insurable earnings for the UIC 2-week waiting period (new).

Health and Welfare: Life Insurance - Effective August 1, 1990, employer pays 100% of premium costs for the first \$30,000 (\$25,000) coverage. Maximum benefit is \$140,000 (\$120,000).

LTD - Effective January 1, 1991, plan amended to include adjustments for employees in receipt of disability benefits for more than 2 years (new).

Semi-Private Hospitalization (new) - Effective August 1, 1990, employer pays 75% of premium costs for full-time permanent employees. Effective January 1, 1991, 100% of premium costs.

Vision Care - Effective August 1, 1990, maximum claim is \$120 (\$75) per person every 2 years for eyeglasses. Effective January 1, 1991, \$140.

Dental Plan - Effective August 1, 1990, employer pays 80% (75%) of premium costs and plan is extended to include orthodontic services. Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, employer pays 90% of premium costs and coverage is based on the 1990 ODA fee schedule.

Continuation of Benefits During LTD - Employer pays 100% of premium costs for semi-private hospitalization (new).

Continuation of Benefits During Maternity/Adoption Leave - Employer continues its share of premium costs for semi-private hospitalization during the first 17 weeks of maternity/adoption leave (new).

Safety Shoe Allowance: \$75 (\$70) per year. Effective January 1, 1991, \$80.

Uniform Allowance: \$165 (\$160) on appointment and \$130 (\$125) per year replacement allowance for Cafeteria Assistants. Effective January 1, 1991, \$170 and \$135 respectively.

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 460 employee, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/90	Feb. 1/91	Sept. 1/91
General Increases		6.5%	1.5%	*
Teacher Group 1 0-11 years		\$28,060-\$47,530 (\$26,340-\$44,630)	\$28,485-\$48,245	
Teacher Group 4 0-11 years		\$32,305-\$58,765 (\$30,320-\$55,180)	\$32,785-\$59,645	

Vice-Principal
0-4 years

\$65,715-\$69,895
(\$61,710-\$65,630)

Principal
0-4 years

\$74,135-\$78,455
(\$69,600-\$73,665)

* Increased by the percentage increase in the Canada CPI from June 1990 to June 1991, plus 1%, subject to the following:
Minimum increase of 4.5%, maximum increase of 6.75%.

Responsibility Allowances:

Sept. 1/90

Major Technical Director,
Special Education Director,
and Commercial Director

\$4,000 (qualified)
(\$3,755)
\$2,572 (unqualified)
(\$2,415)

Major Head

\$3,440 (qualified)
(\$3,230)
\$2,572 (unqualified)
(\$2,415)

Co-ordinator

\$6,125 (\$5,750)

Consultant

\$4,285 (\$4,025)

Master Degree Allowance:

\$472 (\$443).

Doctorate Degree Allowance:

\$590 (\$554).

Extra Degree Allowance:

\$236 (\$222).

Related Maximum Experience Allowance:

Effective September 1, 1990, \$325 (\$292) per year of experience.

Continuing Education Teachers:

Effective September 1, 1990, qualified teacher receives \$23 per hour and unqualified teacher receives \$17 per hour(new).

Health and Welfare:

Semi-Private Hospitalization - Employer pays up to \$2.28 (\$1.63) per month for single coverage and \$7.07 (\$5.05) per month for family coverage. Effective September 1, 1990, employer pays 90%(85%) of premium costs. Effective September 1, 1991, 100%.

Major Medical - Employer pays up to \$9.21 per month for single coverage and \$28.33 a month for family coverage. (Previously combined with Dental Plan and Vision Care.) Effective September 1, 1990, the employer pays 90% (85%) of the premium costs. Effective September 1, 1991, 100%.

Vision - Employer pays up to \$1.86 per month for single coverage and \$6.09 per month for family coverage. (Previously a maximum claim of \$125 per person over 2 years.) Effective September 1, 1990, employer pays 90% (85%) premium costs. Effective September 1, 1991, 100%.

Dental - Employer pays up to \$10.73 per month for single coverage and \$30.02 per month for family coverage. (Previously combined with Extended Health Benefits and Vision Care.) Effective September 1, 1990, employer pays 90% (50%) of premium costs. Effective September 1, 1991, 100%.

Major Restorative Dental Endorsement - Employer pays up to \$3.81 per month for single coverage and \$6.27 per month for family coverage. Effective September 1, 1990, employer pays 33 1/3% of the premium costs which will be added to Dental Plan. Effective September 1, 1991, 50% (new).

SERVICES TO BUSINESS MANAGEMENT

Canadian Advertising Institute and Canadian Advertisers Association, National Commercial Agreement - Canadian TV and Radio Artists (CLC) (freelance employees): A 19-month renewal agreement effective from July 1, 1990* to January 31, 1992, covering 4,700 Ontario employees, settled at the bargaining stage and ratified in June, 1990. Duration of negotiations - 4 months.

* Previous agreement expired January 31, 1990.

Wages:	Effective	<u>July 1/90</u>	<u>Feb. 1/91</u>
	Increases	5.5%	6%
<u>Short Life Television</u>			
Session Fees*			
	Extra	\$188.00 (\$178.00)	\$199.50
	Principal or Solo Singer (On-camera)	\$456.29 (\$432.50)	\$484.00

* Session fees shown represent 4 hours' work for Extra and 8 hours' work for Principal or Solo Singer (on-camera).

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
AUGUST 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in August, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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MINES

Canadian Salt Company Limited, Ojibway Mine at Windsor - Locals 195 and 240, Canadian Auto Workers (CLC) (production/maintenance and office employees): Three 36-month renewal agreements effective from February 16, 1990 to February 15, 1993, for the mine unit; January 16, 1990 to January 15, 1993, for the plant unit; and February 13, 1990 to February 12, 1993, for the office unit, covering 322 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Feb. 16/90</u>	<u>Aug. 16/90</u>
	<u>Mine</u>		
	General Increases	18¢	17¢
	COLA Fold-in	\$1.50*	
	Skilled Trades Adjustments	5¢	
	<u>Maintenance Dept. (Mine)</u>		
	Labourer	\$17.20 (\$15.52)	\$17.37
	Electrician	\$18.83 (\$17.10)	\$19.00
	Effective	<u>Feb. 16/91</u>	<u>Aug. 16/91</u>
	General Increases	13¢	12¢
	Skilled Trades Adjustments	5¢	
	Labourer	\$17.50	\$17.62
	Electrician	\$19.18	\$19.30
	Effective	<u>Feb. 16/92</u>	<u>Aug. 16/92</u>
	General Increases	13¢	12¢
	Skilled Trades Adjustments	5¢	
	Labourer	\$17.75	\$17.87
	Electrician	\$19.48	\$19.60

Maintenance Dept. (Works)

Wages:	Effective	<u>Jan. 16/90</u>	<u>July 16/90</u>
	General Increases	18¢	17¢
	COLA Fold-in	\$1.46**	
	Skilled Trades Adjustment	5¢	
	Labourer	\$16.99 (\$15.35)	\$17.16
	Electrician	\$18.72 (\$17.03)	\$18.89
	Effective	<u>Jan. 16/91</u>	<u>July 16/91</u>
	General Increases	13¢	12¢
	Skilled Trades Adjustment	5¢	
	Labourer	\$17.29	\$17.41
	Electrician	\$19.07	\$19.19
	Effective	<u>Jan. 16/92</u>	<u>July 16/92</u>
	General Increases	13¢	12¢
	Skilled Trades Adjustment	5¢	
	Labourer	\$17.54	\$17.66
	Electrician	\$19.37	\$19.49

Office Employees (Mine and Works)
(37 1/2 hours per week)

Wages:	Effective	<u>Feb. 13/90</u>	<u>Aug. 13/90</u>
	General Increases	\$6.75 per week	\$6.38 per week
	COLA Fold-in	\$60 per week***	
	Grade 1 (Junior General Clerk)	\$649.38-\$658.69 (\$582.63-\$591.94)	\$655.76-\$665.07
	Grade 9 (Cost Clerk)	\$717.20-\$729.05 (\$650.45-\$662.30)	\$723.58-\$735.43

Effective	<u>Feb. 13/91</u>	<u>Aug. 13/91</u>
General Increases	\$4.88 per week	\$4.50 per week
General Clerk	\$660.64-\$669.95	\$665.14-\$674.45
Cost Clerk	\$728.46-\$740.31	\$732.96-\$744.81
Effective	<u>Feb. 13/92</u>	<u>Aug. 13/92</u>
General Increases	\$4.88 per week	\$4.50 per week
General Clerk	\$670.02-\$679.33	\$674.52-\$683.83
Cost Clerk	\$737.84-\$749.69	\$742.34-\$754.19

Maximum rates for General Clerk and Cost Clerk are reached after 1 year.

* \$1.51 was generated during the previous agreement. \$1.50 is folded into wages and 1¢ is diverted to the education fund. 42¢ generated since the expiry of the previous agreement continues to float.

** \$1.47 was generated during the previous agreement. \$1.46 is folded into wages and 1¢ is diverted to the education fund. 34¢ generated since the expiry of the previous agreement continues to float.

*** \$60.40 (\$1.51 per hour) was generated during the previous agreement. \$1.50 is folded into wages and 1¢ is diverted to the education fund. \$17.60 (44¢ per hour) generated since the expiry of the previous agreement continues to float. (COLA for office employees is based on a 40 hour week).

COLA: 1¢ per 0.125 change in the CPI - 1981=100, using the October 1990 index as the base. Adjusted quarterly. (Previously 1¢ per 0.3 change in the CPI - 1971=100).

Health and Welfare: Life Insurance - Benefit is \$23,000 (\$22,000). Effective February 16, 1991 and 1992, \$24,000 and \$25,000 respectively.

LTD (new) - Effective September 11, 1990, benefit is \$1,200 per month with no CPP or UIC offset, continuing until recovery, death or retirement age.

Continuation of Benefits for Retirees (new) - Benefit coverage continues for retired employees and eligible dependants for major medical, vision care, hearing aids and other benefits, including the basic dental plan.

Pension Plan: Early Retirement "30-and-out" Special Allowance - \$350 (\$200) per month payable at age 55 to age 60 and \$175 (\$100) thereafter to age 65.

Safety Shoe Allowance: Maximum \$70 (\$65) per year. Effective February 16, 1991 and 1992, \$75 and \$80 respectively.

TEXTILE

Patons & Baldwins Canada Inc. at Toronto - Local 836, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 353 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages	Effective	<u>April 29/90</u>	<u>April 28/91</u>
	Increases	50¢ for time workers, 4.8% for piece workers	50¢ for time workers, 4.58% for piece workers
	Additional Adjustments	10¢-36¢ for certain classifications, including 25¢ for Electro-Mechanic #4	
	Labourer	\$9.34-\$9.49 (\$8.84-\$8.99)	\$9.84-\$9.99
	Electro-Mechanic #4	\$14.24-\$14.52 (\$13.49-\$13.77)	\$14.74-\$15.02

Maximum rate for Labourer is reached after 1 year, and for Electro-Mechanic #4 after 6 months.

Shift Premium: 0-28¢-38¢ (0-25¢-35¢).

Paid Vacation: 4 weeks at 10% after 18 years of service (new).

Bereavement Leave: Up to 3 (1) days' paid leave upon death of grandparent.

Health and Welfare: Vision - Coverage is extended to include employee's dependents (new).

Dental - Co-insurance factor is deleted. (Previously, 90%-10% co-insurance.) Coverage continues to be based on the previous year's ODA fee schedule.

Meal Allowance: \$6 (\$5) after 3 or more hours of overtime if not notified prior to commencement of shift.

Safety Shoe Allowance: 90% (80%) reimbursement to a maximum of \$60 (\$50) per year.

WOOD

Great West Timber Limited at Thunder Bay - Local 41, Canadian Paperworkers (CLC):
A 36-month renewal agreement effective from September 1, 1989, to August 31, 1992, covering 210 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 1 months.

Wages:	Effective	<u>Aug. 11/90</u>	<u>Feb. 1/91</u>	<u>Feb. 1/92</u>
	General	75¢	60¢	65¢
	Increases			
	Additional	minor wage		
	Adjustments	reclassifications		
	General	\$14.04	\$14.64	\$15.29
	Labourer	(\$13.29)		
	Mechanic	\$17.29	\$17.89	\$18.54
	Class A-1	(\$16.54)		

Lump Sum Payments: In lieu of retroactive pay, employee receives an amount equal to 75¢ per straight time hour plus appropriate premiums for hours worked between September 1, 1989 and August 11, 1990.

Shift Premium: Effective August 11, 1990, 0-39¢-41¢ (0-35¢-39¢). Effective September 1, 1991, 0-41¢-45¢.

Paid Union Leave (new): 8 hours per day to a maximum of 5 days per year for 1 employee to attend Occupational Health and Safety courses.

Health and Welfare: Life Insurance - Effective September 1, 1990, benefit is \$35,000 (\$30,000).

LTD - Effective September 1, 1990, maximum benefit is \$1,300 (\$1,200) per month. Effective September 1, 1991, \$1,400 per month.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Basic benefit - Effective March 1, 1992, \$40 per month per year of future service (new).

Job Security: Seniority bumping for employees on temporary lay-off of 3 months or more. Employee with 5 years of seniority will retain current classification rate for up to 3 months if bumping results in a lower classification. Bumping to a position based on seniority if lay-off exceeds 3 months (new).

Northern Wood Preservers Inc. at Thunder Bay - Local 38, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from May 16, 1990 to May 15, 1993, covering 290 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 16/90</u>	<u>Oct. 16/91</u>	<u>Oct. 16/92</u>
	General Increases	75¢	60¢	65¢
	Labour	\$14.36 (\$13.61)	\$14.96	\$15.61
	Electrician/ Industrial Mechanic Class A	\$17.80 (\$17.05)	\$18.40	\$19.05
Shift Premium:	Effective August 11, 1990, 0-39¢-41¢ (0-35¢-39¢). Effective May 16, 1992, 0-41¢-45¢.			
Bereavement Leave:	Up to 2 days' paid leave upon death of son/daughter-in-law, step-child and step-parent (new).			
Pension Plan:	<u>Basic Benefit</u> - Effective October 16, 1992, \$35 (\$20) per month per year of service.			

FURNITURE AND FIXTURE

Sklar-Peppler Inc., Peppler Division at Hanover - Local 1-500, IWA-Canada (CLC): A 22-month renewal agreement effective from September 1, 1990* to June 30, 1992, covering 270 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* The previous agreement expired June 30, 1990.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jun. 1/92</u>
	General Increases	20¢	15¢	20¢	30¢
	Additional Adjustments	\$1.03 for Stationary Engineers			
	Grade I Lumber Handler)	\$8.70-\$9.96 (includes (\$8.50-\$9.76)	\$8.85-\$10.11	\$9.05-\$10.31	\$9.35-\$10.61

Grade 5 \$10.25-\$10.67 \$10.40-\$10.82 \$10.60-\$11.02 \$10.90-\$11.32
(includes(\$10.05-\$10.47)
Repairman)

Maximum rates are reached after 18 months.

Paid Vacation: 5 (4) weeks after 20 years of service.

Bereavement Leave: 1 day's paid leave upon death of grandparent-in-law (new).

Health and Welfare: Life Insurance - Maximum benefit is \$15,000 (\$10,000). Effective July 1, 1991, \$20,000.

Weekly Indemnity - Effective January 1, 1991, benefit is \$200 (\$180) per week. Effective January 1, 1992, \$225.

Dental Plan - Coverage to be based on 1988 (1984) ODA fee schedule.

Safety Shoe Allowance: Maximum \$30 (\$20) per year. Effective July 1, 1991, \$40 per year.

Tool Allowance (new): \$150 per year for maintenance employees requiring own tools.

PAPER AND ALLIED

Kimberly-Clark of Canada Limited, Pulp and Forest Products Operations and Mill Operations at Terrace Bay - Local 1861, Electrical Workers (IBEW) (AFL-CIO/CFL) and Local 665, United Paperworkers (AFL-CIO/CLC):
Two 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 608 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/90</u>	<u>Aug. 27/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Additional Adjustments			5¢ per hour for Top Operator & Mechanical	5¢ per hour for Top Operator & Mechanical	
Labourer		\$16.22 (\$15.37)		\$17.11	\$18.05
Tradesmen (5 day schedule)		\$20.76 (\$19.91)	\$20.81	\$22.00	\$23.21
Tradesmen (7 day schedule)		\$21.25 (\$20.40)	\$21.30	\$22.52	\$23.76

Shift Premium: Effective August 27, 1990, 0-45¢-60¢ (0-40¢-55¢). Effective May 1, 1992, 0-50¢-65¢.

Paid Vacation: Effective January 1, 1993, 5 weeks after 18 (20) years of service.

Plumbing Premium: Deleted. (Previously, 6¢ per hour.)

Health and Welfare: Life Insurance - Maximum benefit is \$125,000. (Previously, no maximum stated.)

LTD - Maximum benefit is \$2,500 (\$2,000) per month with CPP offsets (new).

Dental - Coverage continues to be based on previous year's ODA fee schedule. Effective August 27, 1990, deductibles are \$25 for single coverage and \$50 for family coverage (new).

Pension Plan: Bridging Benefit - Effective January 1, 1992, \$450 (\$300) per month payable until Old Age Security.

Safety Shoe Allowance: Effective May 1, 1992, \$75 (\$50) per pair per year.

Prescription Safety Glasses: Employer pays 100% of cost, retroactive to October 28, 1988. (Previously, \$70 every 2 years.)

TRANSPORTATION EQUIPMENT

UTDC Inc., Can-Car Thunder Bay Works at Thunder Bay, Local 1075, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1990 to May 31, 1993, covering 529 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 14/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
General Increases		20¢	20¢	20¢
COLA Fold-in		\$1.39		
Skilled Trades Adjustments		10¢*	15¢	20¢
Labourer		\$15.25 (\$13.66)	\$15.45	\$15.65
Electrician Construction Maintenance		\$17.25 (\$15.56)	\$17.60	\$18.00

* Paid retroactive to June 1, 1990.

Lump Sum Settlement Payment: \$100 per employee.

COLA: 1¢ per 0.33 point change in the CPI - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Weekly Indemnity - Effective September 1, 1990, benefit is the UIIC maximum payment, with a minimum benefit of \$400 (\$319).

Pension Plan: Basic Benefit - Future Retirees - \$14 (\$12.75) per month per year of service. Effective June 1, 1991, \$15.25. Effective June 1, 1992, \$16.50.

Basic Benefit - Current Retirees - Benefit increased by .25% per month for retirements between January 3, 1984 and May 31, 1990. Effective August 14, 1990, lump sum payments of \$5 per month per year of service prior to January 3, 1984. Effective June 1, 1991 and June 1992, lump sum payments of \$5 per month per year of service respectively.

Tool Allowance: \$200 (\$100) per year.

NON-METALLIC MINERAL PRODUCTS

Libbey-St. Clair Limited, previously Libbey-St. Clair Inc. at Wallaceburg - Local 235G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A
36-month renewal effective from July 26, 1990 to July 25, 1993, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 26/90</u>	<u>July 26/91</u>	<u>July 26/92</u>
	General Increases*	52¢	60¢	60¢
	Skilled Trades Adjustment	50¢		
	<u>Average 42 hours per week</u>			
	Group 1 (includes Labourer)	\$11.08-\$12.70 (\$11.08-\$12.18)	\$11.08-\$13.30	\$11.08-\$13.90
	Group 12 (includes Electrician)	\$13.33-\$16.22 (\$13.33-\$15.20)	\$13.33-\$16.82	\$13.33-\$17.42

Maximum rate for Group 1 is reached after 6 months, and for Group 12 after five 6-month increases.

* Does not apply to start rates for employees hired after August 10, 1990 or to apprentice rates.

COLA:	1¢ per 0.35 point increase in the CPI - 1971=100, using the May 1990 index as the base. Triggered at 5% annually. Adjusted quarterly and folded in on July 26 of each year. (Basic formula is unchanged. Formula did not trigger.)
Paid Lunch Period:	Effective August 10, 1990, 20 minutes for day workers (new).
Shift Premium:	Effective August 10, 1990, 0-25¢-30¢ (0-24¢-28¢).
Machine Operating Premium:	20¢ (5¢) for 6 Section 6" centre single B & B and single 62 process.
First Aid Premium:	Effective August 10, 1990, 20¢ (15¢) per hour when required to act as a First Aid Attendant.
Paid Vacation:	Effective August 10, 1990, 2 weeks after 1 year at 4.5% (4%), 3 after 5 at 6.5% (6%), 4 after 11 at 9 (8%), 5 weeks after 20 (22) at 11% (10%) and 6 after 29 at 13% (12%).
Health and Welfare:	<u>LTD (new)</u> - Effective July 26, 1991, employer pays 100% of premium costs. Benefit is 50% of employee's regular earnings to a maximum monthly benefit of \$1,500 to be offset by CPP disability benefits.
	<u>Dental</u> - Effective August 10, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective July 26, 1991 and 1992, coverage is based on the 1990 and 1991 ODA fee schedules respectively. Coverage is extended to include dentures. (Previously, denture repair only.)
	<u>Continuation of Benefits for Retirees</u> - Effective August 10, 1990, maximum lifetime claim is \$20,000 (\$10,000) for major medical. Life Insurance benefit is \$4,000 (\$3,000) for new retirees.
Pension Plan:	<u>Basic Benefit</u> - \$22 (\$20) per month per year of service, retroactive to January 1, 1965 for retirements effective on or after July 26, 1990. Effective July 26, 1991 and 1992, \$23 and \$24 respectively.
Prescription Safety Glasses:	Effective August 10, 1990, employer pays 100% (75%) of cost for eligible employee.
Safety Shoe Allowance:	Effective August 10, 1990, \$40 (\$28) per pair to a maximum of 3 pairs per year depending upon classification.
Tool Allowance:	\$100 (\$65) annually for tools valued over \$175. \$35 (\$25) for tools valued over \$100.

Meal Allowance: Effective August 10, 1990, \$5 (\$3).

CHEMICAL AND CHEMICAL PRODUCTS

CKR Inc., Colgate-Palmolive Canada Division at Toronto - Local 809, Teamsters (AFL-CIO): A 24-month renewal agreement effective from June 21, 1990 to June 20, 1992, covering 236 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 13/90</u>	<u>June 21/91</u>
	General Increases	5.7%	5.8%
	Skilled Trades Adjustment	50¢	
	Finisher	\$15.57 (\$14.73)	\$16.475
	Stationary Engineer 2nd Class	\$21.81 (\$20.135)	\$23.075

Lump Sum Settlement Payment: Effective August 17, 1990, \$200 per employee.

Health and Welfare: Vision (new) - Employer pays 100% of the premium costs. Maximum claim is \$125 for prescription glasses every two years.

Dental - Effective July 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule.

Pension Plan: Indexing (new) - Benefit is 50% of the change in the CPI - 1981=100, for retirements prior to January 1, 1990. Payable during the first year of the agreement.

Meal Allowance (new): \$5 after 4 hours of overtime.

Safety Shoe Allowance: Maximum \$100 (\$90) per year.

MISCELLANEOUS MANUFACTURING

Canstar Sports Group Inc., previously Cooper Canada Limited at Toronto - Local 366, Glass, Molders and Allied Workers (AFL-CIO/CLC): A 34-month renewal agreement effective from August 29, 1990 to July 6, 1993, with wages retroactive to July 7, 1990, covering 680* employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Effective October 1990, 140 employees.

Effective	<u>July 7/90</u>	<u>July 7/91</u>	<u>July 7/92</u>
General Increases	65¢	55¢	55¢
Labour Grade I (includes Bench Worker)	\$9.32 (\$8.67)	\$9.87	\$10.42
Mechanic III	\$11.76-\$12.26 (\$11.11-\$11.61)	\$12.31-\$12.81	\$12.86-\$13.36

Maximum rate for Mechanic III is reached on merit.

Paid Vacation: Effective January 1, 1991, 4 weeks after 12 (14) years of service. Effective June 30, 1992, 4 weeks after 11 years.

Health and Welfare: Life Insurance and AD & D - Effective August 29, 1990, benefit is \$20,000. (Previously, 1 times annual salary to a maximum of \$17,000). Effective July 7, 1991, \$25,000.

Vision - Effective August 29, 1990, maximum claim is \$90 (\$80) every 2 years. Effective July 7, 1991, \$100.

Dental - Effective August 29, 1990, coverage is based on the 1990 (1989) ODA fee schedule. Effective July 7, 1991, the 1991 ODA fee schedule.

RRSP: Employer Contribution - Effective January 1, 1991, 15¢ (10¢) per hour to an annual maximum of \$312 (\$208) for employee with 2 years' seniority.

Safety Shoe Allowance: \$60 (\$50) where mandatory and \$30 (\$25) where non-mandatory.

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Allied Construction Trades Council of Ontario*: A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 3,500 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Includes Insulators (AFL-CIO/CFL), Carpenters (AFL-CIO/CLC), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO), Painters (AFL-CIO/CFL), Plasterers (AFL-CIO/CFL) and Teamsters (AFL-CIO).

Package:	Effective	<u>May 1/90</u>	<u>May 22/90</u>	<u>July 7/90</u>	<u>May 1/91</u>
Increases		**	**	**	**

Insulators

Insulating Mechanic Zone 3	\$27.18 (\$25.28)	\$27.64	\$29.50
Insulating Mechanic Zone 1	\$29.05 (\$27.31)	\$29.51	\$31.37

Carpenters

Carpenter, Bruce Project	\$27.09 (\$25.59)		\$28.59
Carpenter, Pickering and Lakeview Projects	\$29.72 (\$27.47)		\$31.47

Operating Engineers

1st Class Station- ary Engineer, Thunder Bay	\$28.75 (\$26.98)		\$30.52
1st Class Station- ary Engineer, Toronto (Board Area 8)	\$29.89 (\$27.37)		\$31.91
Effective	<u>May 1/90</u>	<u>May 16/90</u>	<u>May 1/91</u>

Labourers

Labourer, Local 749 & 625 Chatham (Group II)	\$21.87 (\$20.34)		\$23.40
Labourer, Local 506, Lakeview and Pickering Projects	\$26.14 (\$24.97)		\$28.14

Plasterers

Plasterer, Bruce Project	\$23.23 (\$19.73)		\$24.73
Plasterer, Local 598, Toronto	\$23.54 (\$22.04)		\$25.04

Effective	<u>June 1/90</u>	<u>Aug. 1/90</u>	<u>May 1/91</u>	<u>Nov.1/91</u>
<u>Painters</u>				
Painter, Local 200, Ottawa	\$23.67 (\$22.67)	\$24.07	\$25.37	\$25.57
Painter, Local 46, Toronto	\$26.64 (\$25.29)	\$27.04	\$28.79	\$29.29

** Total package increases are identical to increases negotiated by the respective trades in the ICI sector.

Package rates shown above include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and to apprenticeship and training funds as follows: Insulators, 3¢ (unchanged); Operating Engineers, 15¢ (13¢); Labourers, 10¢ (unchanged); and Painters, 10¢ (5¢).

Shift Premium: One and one-fifth (one and one-seventh) of straight time hourly rate for the second shift.

Welfare Fund: Employer contributions per hour earned:

Effective	<u>May 1/90</u>	<u>May 22/90</u>	<u>May 1/91</u>
Insulators	\$1.25 (unchanged)		
<u>Carpenters</u>			
Bruce Project	90¢ (75¢)		
Pickering and Lakeview	\$1.26 (\$1.25)		\$1.36
<u>Operating Engineers</u>			
Thunder Bay and Toronto	80¢ (75¢)		85¢
<u>Labourers</u>			
Locals 749 and 625	70¢ (unchanged)		75¢
Local 506	92¢ (\$1.32)		

	Effective	<u>May 16/90</u>	<u>June 1/90</u>	<u>Aug. 1/90</u>
Painters		\$1.25 (unchanged)	50¢	90¢
Plasterers				
Bruce Project		85¢ (new)		
Toronto		85¢ (\$1.21)		
Pension Fund:	Effective	<u>May 1/90</u>	<u>May 22/90</u>	<u>July 7/90</u>
Insulators		\$1.60 (unchanged)		\$2.30
				\$3.00
Carpenters				
Bruce Project		\$2.00 (\$1.75)		\$2.25
Pickering		\$2.37 (\$2.05)		\$2.62
Operating Engineers				
Thunder Bay and Toronto		\$2.35 (\$2.00)		
Labourers				
Chatham (Group II)		70¢ (unchanged)		80¢
Lakeview and Pickering		\$1.30 (\$0.90)		
Plasterers				
Bruce Project			85¢ (new)	
Toronto		\$1.28 (unchanged)	\$1.64 (\$1.00)	
Travel Allowance:	\$10.50-\$20.50 (\$9-\$18) per day for employee living within 20-97 kilometres radius of work site.			
	<u>Generation Projects</u> - \$24.75 (\$22) per day outside 97 kilometres radius for employee not qualifying for room and board.			
	<u>Lines and Stations Construction</u> - \$23.75 per day outside 97 kilometres radius.			

Room and Board Allowance: Generation Projects - \$42 (\$39) per day. Effective May 1, 1991, \$45. \$25.50 (\$23) per day when reporting to project more than 97 kilometres from regular residence.

Pickering and Darlington Projects - \$27 (\$24) per day.

Lines and Stations Construction - \$57 (\$39) per day when reporting to work more than 97 kilometres radius from regular residence.

Clothing Allowance: Maximum \$500 (\$400) for replacement or payment for work clothes lost due to fire.

Radiation Work Allowance (new): \$6 per day when working in fully enveloping plastic suits with independent air supply.

Toronto-Residential Air Handling Group, OLRB Area 8 - Local 285, Sheet Metal Workers (AFL-CIO-CFL): A 20 1/2-month renewal agreement effective from August 13, 1990*, covering 600 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

* Previous agreement expired April 30, 1990.

Package:	Effective	<u>Aug. 13/90</u>	<u>Nov. 1/90</u>
	Increases	\$1.44	25¢
	Journeyman Warm Air Home Heating	\$26.22 (\$24.78)	\$26.47
	Journeyman Highrise	\$27 (\$25.56)	\$27.25
	Effective	<u>May 1/91</u>	<u>Nov. 1/91</u>
	Increases	\$1.46	25¢
	Journeyman Warm Air Home Heating	\$27.93	\$28.17
	Journeyman Highrise	\$28.70	\$28.95

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and 10¢ to industry fund.

Overtime Pay: Double time for all overtime hours worked on Labour Day (new).

Mileage Allowance: 27¢ (24¢) per kilometre.

Parking Allowance: Effective May 1, 1991, maximum \$7 (\$6.50) per day.

Travel Allowance: \$4 (\$3.50) per day for work beyond 15 miles of Toronto City Hall and \$5 (\$4.50) per day for work between 20 and 25 miles. Effective May 1, 1991, \$4.25 and \$5.25 respectively.

TRANSPORTATION

Canadian Airlines International*, system-wide - Local 2754**, Machinists (AFL-CIO/CLC) (engineers, technicians, mechanics and maintenance employees): A 36-month renewal agreement effective from May 21, 1990 to May 20, 1993, covering 387 Ontario employees, (5,725 nation-wide) settled with mediation assistance. Duration of negotiations - 5 months.

* Includes former Wardair employees.

** Previously, Local 771 with Canadian Airlines and Local 2413 with Wardair Canada.

Wages:	Effective	May 21/90	May 20/91	May 18/92
General Increases		5%	7%	Wage Reopener
Clerk 1-3*		\$8.90-\$10.06 (\$8.48-\$9.58)	\$9.53-\$10.76	
Mechanic 0-4 years		\$18.24-\$21.09 (\$17.37-\$20.09)	\$19.52-\$22.57	
NDT 3		\$25.40 (\$24.19)	\$27.18	

* Clerk 1 progresses to Clerk 2 after 6 months and to Clerk 3 after an additional 6 months.

Additional Adjustments - Realignment of some classifications, streamlining of premium payments and integration of wage grids.

Pension Plan: Indexing - Effective May 18, 1992, basic benefit for current retirees and future retirees aged 60 years or more will be adjusted annually by 50% of the increase in the CPI to a maximum of 4%.

Basic Benefit - 2.0% (1.4%) of YMPE after 1965, based on the average of the best 36 (60) months of service.

RETAIL TRADE

Zehrmart Limited, Zehrs Markets Division, various locations in southwestern Ontario - Local 1977, Food and Commercial Workers (AFL-CIO/CLC)
(full-time and part-time retail food employees): A 26-month renewal agreement effective from April 29, 1990 to June 28, 1992, covering 3,918 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 29/90</u>	<u>June 30/91</u>	<u>May 3/92</u>
	Increases			
	Full-time employees	\$1.00*	\$1.00*	35¢**
	Part-time employees	\$1.00	75¢	25¢
	<u>Full-time Employees</u> 0-24 months			
	Cashier/ Wrapper	\$8.09-\$14.43 (\$7.59-\$13.43)	\$8.59-\$15.43	\$8.79-\$15.78
	Meat Cutter	\$9.25-\$15.62 (\$8.75-\$14.62)	\$9.75-\$16.62	\$9.95-\$16.97
	<u>Part-time Employees</u> 0-60 months			
	Hired before and after Aug. 26, 1990**	\$6.00-\$11.79 (\$4.35-\$10.79)	\$6.00-\$12.54	\$6.00-\$12.79

* Increases are pro-rated from 50¢ on start rates to \$1.00 on maximum rates.

** 20¢ on start rates to 35¢ on maximum rates.

All current employee rates from expiry date to date of ratification increased by \$1.00 per hour.

Sunday Premium: \$1.50 (40¢) per hour worked.

Paid Holidays: Employees in receipt of LTD, Weekly Indemnity, or Workers Compensation benefits, and who have worked within 30 days of the statutory holiday(s), shall receive the difference between the benefit paid and the amount they would have received had they been at work (new).

Health and Welfare: Life Insurance - Full-time - Effective January 1, 1991, benefit is \$30,000 (\$20,000).

Weekly Indemnity - Full-time - Effective January 1, 1991, maximum benefit is \$425 (\$350).

LTD - Full-time - Effective January 1, 1991, benefit is \$1,500 (\$1,250).

Dental Plan - Effective January 1, 1991, employer contributes 15¢ (14¢) per hour worked.

Training and Education Fund: Employer Contribution - Effective August 26, 1990, 13¢ (10¢) per hour worked. Effective July 1, 1991, 15¢ per hour worked.

EDUCATION AND RELATED SERVICES

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC) (full-time and part-time clerical, technical and administrative employees): A 36-month renewal agreement effective from July 1, 1990 to June 30, 1993, covering 670 employees, settled at the bargaining stage. Duration of negotiations - 3 days.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>	<u>July 1/92</u>
General Increase		6%	*	*
Level 2 (includes Mail Clerk)		\$18,605-\$20,489 (\$17,549-\$19,329)		
Level 12 (includes Technical Supervisor)		\$48,326-\$53,224 (\$45,591-\$50,211)		

* Effective July 1, 1991, increase to equal the percent increase in the Ottawa CPI from March 1990 to February 1991. Effective July 1, 1992, increase to equal the percent increase in the Ottawa CPI from March 1991 to February 1992 plus 1%.

Weekend Premium: \$2.25 (\$2) per hour worked.

Paid Adoption Leave: 17 weeks at 95% of weekly salary (unchanged). Eligibility is 20 weeks of employment. (Previously, 1 year and 11 weeks.)

Paid Special Leave: Maximum 6 (5) days per year.

Health and Welfare: Life Insurance - Employer pays 80% (75%) of premium costs.

LTD - Employer pays 100% (75%) of premium costs.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Career Development Fund: Employer contributes \$15,000 (\$12,000) per year. Effective July 1, 1991 and 1992, \$18,000 and \$20,000 respectively.

Education Leave Fund (new): Effective July 1, 1991, \$80,000. Effective July 1, 1992, \$120,000.

Lakehead University at Thunder Bay - Unit 1, Faculty Association (Ind.): A 36-month renewal agreement effective from July 1, 1990 to June 30, 1993, covering 261 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/90</u>	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	5%		4%*
	Additional Adjustments	Salary floors and ceilings upgraded	1% for all employees	1% for all employees
	Lecturer	\$30,105-\$44,555 (\$27,040-\$40,020)		\$31,610-\$46,780
	Assistant Professor	\$35,525-\$55,990 (\$31,910-\$50,295)		\$37,300-\$58,790
	Professor	\$55,990-\$88,815 (\$50,295-\$79,770)		\$58,790-\$93,250
	Effective	<u>July 1/92</u>	<u>Jan. 1/93</u>	
	General Increase	4%*		
	Additional Adjustments			**
	Lecturer	\$33,190-\$49,120		
	Assistant Professor	\$39,165-\$61,730		
	Professor	\$61,730-\$97,910		

* Increase to equal the percentage increase in the CPI from April 1990 to April 1991 above 4% and up to 5% and 1/2 the percentage increase in the CPI above 5% to a maximum total increase of 7%. Effective July 1, 1992, this provision applies based on the CPI change from April 1991 to April 1992.

**** Special adjustment based on the difference between Lakehead average salaries by rank and average comparable salaries negotiated at 11 other Ontario universities. Employees receive an adjustment equal to 1/2 of the positive percentage difference, subject to a maximum of 2%.**

Career Development Increments:		<u>July 1/90</u>	<u>July 1/91</u>	<u>July 1/92</u>
	Professor	\$2,240 (\$2,160)	\$2,440	\$2,635
	Associate Professor	\$1,835 (\$1,780)	\$2,000	\$2,160
	Assistant Professor	\$1,315 (\$1,355)	\$1,435	\$1,550
	Lecturer	\$1,125 (\$1,090)	\$1,225	\$1,325

Chairperson/Director Stipend: \$825-\$1,485 depending on the number of faculty members in the administrative load. (Previously, \$300-\$900 depending on number of faculty plus \$450.)

Professional Allowance: Chairperson/Director - \$500 (\$450).

Full-time Appointees - Effective January 1, 1991, \$600 (\$500).
Effective January 1, 1992 and 1993, \$800 and \$1,000 respectively.

Sessional Lecturers - Effective July 1, 1990, \$125 (\$100).
Effective July 1, 1991 and 1992, \$150 and \$160 respectively.

Inconvenience Allowance (full-time): \$1,150 (\$1,100) for each full course equivalent taught at least 120 kilometres from the university, pro-rated for courses that are less than a full course equivalent.

Overload Teaching Pay: 17% (18%) of Assistant Professor floor rate for each full course equivalent, pro-rated for courses that are less than a full course equivalent.

Distance Education Overload Teaching Pay: 17% (18%) of Assistant Professor floor rate for work to develop a distance education course where such work is equivalent to teaching one course by conventional methods. 4.5% of Assistant Professor floor rate plus \$130 (\$125) per student over 10 students to a maximum of 17% (18%) of Assistant Professor floor rate for delivering a distance education course.

Paid Vacation: 5 weeks after 17 years of service (new).

Paid Adoption Leave: 4 weeks for primary caregiver if child is less than 12 months old, otherwise 5 days. (Previously, 3 days regardless of child's age.) 5 (3) days for non-primary caregiver.

Paid Paternity Leave: 5 days within 2 weeks of child's birth. (Previously, 3 days at the time of child's birth.)

Paid Union Leave:	Teaching load reduction of one half course for association president (new).
Sabbatical Leave:	Effective July 1, 1991, 82.5% (80%) of regular salary for a 12-month leave. Effective July 1, 1992, 85%.
Health and Welfare:	<u>Life Insurance</u> - Effective January 1, 1991, maximum benefit is \$250,000 (\$200,00). <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective July 1, 1991, employer pays 50% of additional premium costs for coverage of crowns and bridges with a maximum annual claim of \$1,500 per person (new).
Anomaly Fund:	Effective July 1, 1990, \$35,000 (\$0.00). Effective July 1, 1991 and 1992, \$15,000 and \$10,000 respectively.
Tuition Waiver:	Spouse of dependent of employee who dies continues to be eligible for waiver of tuition fees for courses in which he/she is currently enrolled (unchanged) and for 2 additional academic years (new).

PERSONAL SERVICES

Canadian National Institute for the Blind, Ontario Division, province-wide - Local 681, Service Employees International (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1990 to January 31, 1991, covering 261 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/90</u>
	General Increase	5.5%
	General Help	\$6.09-\$7.61 (\$5.77-\$7.21)
	Vending Technician	\$7.87-\$11.75 (\$7.46-\$11.14)

Maximum rates are reached after 24 months.

Paid Holidays:	1 floating day per year is added for a total of 11 (10) days.
Bereavement Leave:	1 day's paid leave upon death of grandchild (new).
Clothing Allowance:	Employer provides uniforms for truck drivers and vending staff upon completion of probationary period. (Previously, employee paid 50% of the cost to a maximum of \$50.)

FEDERAL ADMINISTRATION

House of Commons, Operational Group at Ottawa - Public Service Alliance (CLC)
(operations, printing services and restaurant services
employees): A 24-month renewal agreement effective from April
 21, 1990 to April 20, 1992, covering 550 employees, settled by
 arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 20/90</u>	<u>Apr. 21/90</u>	<u>Apr. 21/91</u>
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Increases

Restaurant Services	2.4%	5.3%	5.4%
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Operational Group		5.3%	5.4%
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Annual Rates

OPG-1 (includes Messenger)	\$19,400 (\$18,424)	\$20,448
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OPG-4 (includes Picture Framer)	\$26,515 (\$25,180)	\$27,947
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OPG-7 (includes Building Supervisor)	\$35,637 (\$33,843)	\$37,561
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Shift Premium: \$1 (50¢) per hour worked when 4 or more hours are scheduled
 between 7 p.m. to 6 a.m..

Weekend Premium: 75¢ (55¢) per hour for all hours worked.

Overtime Pay: Double time after 10 (14) hours in any 24-hour period or after 7
 hours worked on the first day of rest, and for all hours worked
 on the second or subsequent day of rest.

Paid Vacation: Effective August 28, 1990, 4 weeks for up to 15 years of service,
 5 after 15, and 6 after 30 (new), will apply to all employees.
 (Previously only applied to employees hired prior to 1984.
 Employees hired after 1984 received 3 weeks after 1 year, 4 after
 8, and 5 after 20.)

Bereavement
 Leave: Up to 5 days' paid leave plus 2 additional days for travel
 upon death of step-child or ward of the employee (new).

Maternity
 Leave: Maximum 52 weeks of unpaid leave after termination of pregnancy
 if child is hospitalized. (new).

Leave with pay
 for family-
 related respon-
 sibilities: Up to 5 (4) days' paid leave per year.

WCB: 6 months paid leave for employee on Workers' Compensation. Not to be charged against sick leave credits (new).

Paid Union Leave: Reasonable time off with pay for Health and Safety representatives to attend Health and Safety Committee meetings (new).

Severance Pay: Lay-off - 2 weeks' pay for the first year of service and 1 week per year thereafter. (Previously, maximum 28 weeks on first lay-off and 27 weeks on second and subsequent lay-off.)

Retirement - 1 week's pay per year of service to a maximum of 30 (28) weeks' pay.

Death - 1 week's pay per year of service to a maximum of 30 (28) weeks' pay.

Technological Change: 120 (60) days advanced notice for introduction or implementation of technological change.

Meal Allowance: 30 minutes paid meal break (new). \$6 (\$5) after 3 hours of overtime and \$6 (\$4.50) after each additional 4 hours.

Paid Rest Period (new): 15 minutes for each 4-hour period of overtime worked.

Transportation Allowance (new): Taxi voucher or reimbursement of taxi fare for employee without parking permit who works overtime after public transportation has been suspended or who works 4 hours of overtime, leaving work after 10:00 p.m.

Clothing Allowance: Maintenance Service - Option of safety shoes or boots at commencement of employment. (Previously only shoes.) Parka jackets for safety available as required (new).

Mail Services - 5 pairs of socks per year (new).

Messenger and Transport Services - 5 pairs of socks or 10 pairs of nylons per year (new). Shoes for messengers now issued annually. (Previously only at commencement of employment.) One pair of winter gloves per year for transport employees and as required by messengers (new).

Restaurant and Cafeterias - 1 pair of working or safety shoes at commencement of employment. (Previously only safety shoes available.) Option of 5 smocks or 3 uniforms at commencement of employment. (Previously only 3 uniforms available.)

Security Services - 5 (4) shirts per year for Locksmith.

Addenda

May 1990 Settlement

CONSTRUCTION

Heavy Construction Association of Toronto (Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations) in OLRB Area 8 - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 500 employees, settled with mediation assistance and ratified in May 1990. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/90</u>	<u>Nov. 1/90</u>	<u>May 1/91</u>
General Increases		\$1.50	50¢	\$2*
Additional Adjustments	\$1 per hour for Schedule "B" Tunnel workers			
General Labourer-Field Precast Manufacturing Operations		\$23.64 (\$22.33)	\$24.14	\$26.34
Slush Driver-Tunnel Work		\$28.75 (\$26.45)	\$28.25	\$30.45

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and training fund.

* Package rates reflect a 20¢ increase in the employer contribution to the pension fund effective January 1, 1991.

Welfare Fund: Employer contributes 85¢ (\$1.25) per hour worked.

Pension Fund: Employer contributes \$1.10 (90¢) per hour worked. Effective January 1, 1991, \$1.30.

Shift Premium: Time and one-seventh for all hours worked on a shift starting after 6:00 p.m. for Schedule "A" Heavy Construction Workers. (Previously, Schedule "A" Workers received time and one-eighth on a second shift and time and one-seventh on a third shift.)

Travel Allowance: \$10 (\$9) per day when providing own transportation within 50 kilometres radius of Metro Toronto City Hall. 33¢ (30¢) per km one way from Toronto City Hall to a job site within a 50-100 km radius of Toronto City Hall. Effective May 1, 1991, 35¢ per km within the 50-100 km radius.

Overnight Trip Allowance: Maximum \$60 (\$50) per day for meals and accommodation when required to be away overnight. Effective May 1, 1991, \$62.

Parking Allowance (new):	Effective May 1, 1991, maximum \$4 per day when required to pay for parking in downtown Toronto.
Tool/Clothing Loss Compensation:	Up to \$250 (\$200) for loss of tools/clothing stored on the job site.

June 1990 Settlements

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Various Locals, Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 891 employees, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 2 months.

Package:	Effective	<u>June 21/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.60	\$1.90
	All other areas	\$2.00	\$1.75
	<u>Journeyman</u>		
	Local 67 Brantford	\$28.80 (\$26.80)	\$30.55
	Local 46 Toronto	\$30.91 (\$28.31)	\$32.81

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and to apprenticeship funds as follows:

Welfare Fund:	Effective	<u>June 21/90</u>	<u>May 1/91</u>
	46	\$1.10 (unchanged)	
	67 and 67A	\$1.05 (\$1.25)	
	71	\$1.25 (\$1.20)	
	221	\$0.85 (\$1.20)	\$0.90
	463	\$0.90 (unchanged)	
	508	\$0.95 (\$0.85)	\$1.10
	527	\$1.00 (\$1.25)	
	552	\$1.55 (unchanged)	\$1.80*
	593	\$0.78 (\$1.05)	
	599	\$0.88 (\$1.06)	\$1.01
	663	\$1.25 (unchanged)	
	667	\$1.32 (\$1.60)	
	800	\$1.63 (unchanged)	
	819	\$2.50 (unchanged)	

* Effective September 1, 1990.

Pension Fund:	Effective	<u>June 21/90</u>	<u>May 1/91</u>
	<u>Locals</u>		
	46	\$2.05 (unchanged)	\$3.00*
	67 and 67A	\$2.70 (\$2.50)	
	71	\$2.20 (\$1.70)	\$2.55
	221	\$2.65 (\$1.90)	\$3.00
	463	\$2.20 (\$2.38)	\$2.38
	508	\$2.25 (\$1.82)	\$2.70
	527	\$2.12 (\$1.65)	\$2.48
	552	\$1.40	\$2.65**
	593	\$1.77 (\$1.50)	
	599	\$2.83 (\$1.83)	\$3.43
	663	\$2.40 (\$2.20)	\$2.50
	667	\$2.40 (\$2.20)	\$2.60
	800	\$2.75 (\$2.25)	\$3.00
	819	\$2.40 (\$1.90)	\$2.90

* Effective September 1, 1990, \$2.50.

** Effective September 1, 1990, \$2.15.

Local Training Fund: Local 71 - 5¢ (4¢), Local 508 - 33¢ (30¢), Local 527 - 10¢ (4¢), Local 593 - 8¢ (4¢), Local 599 - 10¢ (8¢), Local 663 - 4¢ (3¢), Local 819 - 8¢ (3¢). Effective May 1, 1991, 11¢ for Local 819 and 10¢ (4¢) for Local 527.

Special Allowances:	Effective	<u>June 21/90</u>	<u>May 1/91</u>
	<u>Locals</u>		
	71	45¢ (37¢)	51¢
	463	23¢ (21¢)	24¢
	508	4¢ (2¢)	5¢
	527	Deleted (2¢)	
	599	43¢ (40¢)	46¢
	819	94¢ (78¢)	97¢

Stability Fund: Local 527 - 40¢ (50¢), Local 593, 75¢ (85¢).

Generation Projects

Travel Allowance: \$18-\$19 (\$16.50-\$17.25) per day for employee living within 20-97 kilometres radius of work site. \$25.50 (\$23) per day beyond 97 km radius and \$26.50 (\$24) beyond 97 km from Pickering and Darlington projects.

Room and Board Allowance: North of the French River - \$46 (\$43) per day for employee whose regular residence is more than 97 kilometres from work site. Effective May 1, 1991, \$49.

South of the French River - \$41 (\$38) and \$44 per day respectively.

Bruce Project - \$43 (\$40) and \$46 respectively.

N.B. - There will be a \$25 (\$10) per day charge for room, board and other services to employee not working on a regularly scheduled work day.

Lines and Stations

Travel Allowance:	50¢ per day less than for the Generation Project.
Room and Board Allowance:	\$57 when work site is more than 97 kilometres from employee's regular residence. (Previously, \$43 and \$38 per day for Northern and Southern regions respectively.) Effective May 1, 1991, \$60.
Initial Travel and Return Allowance:	\$25 (\$23) for initial trip to project 97-161 kilometre radius from regular residence, plus 25¢ (22¢) per km for distances over 161 km.
Clothing Allowance:	Maximum \$750 (\$500) for loss of personal clothing due to fire at an employer operated camp.

Electrical Power Systems Construction Association, province-wide - Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 3,000 employees, settled with mediation assistance and ratified in June 1990. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.60	\$2.00
	All other areas	\$2.00	\$1.85
	<u>Journeyman</u>		
	Local 402, Thunder Bay	\$28.93 (\$26.93)	\$30.78
	Local 353, Toronto	\$30.66 (\$28.06)	\$32.60
	Local 105, Hamilton	\$30.38 (\$28.38)	\$32.23

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, education, training, promotion and EPSCCO funds.

Welfare Fund*:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	<u>Local</u>		
353		\$1.26 (\$1.22)	
773		\$1.54 (\$1.54)	\$1.67
120		\$0.96 (\$1.36)	
1788		\$0.80 (\$0.80)	
894		\$0.95 (\$1.40)	
115		\$1.00 (\$1.25)	\$1.05
1687		\$1.35 (\$1.65)	\$1.40
402		\$0.80 (\$1.20)	

* Per hour paid.

Pension Fund**:	<u>Local</u>		
353		\$1.75 (\$1.50)	
530		\$1.74 (\$1.61)	\$1.85
120		\$2.26 (\$1.84)	\$2.49
105		\$3.00 (\$2.20)	\$2.50
804		\$2.10 (\$1.74)	\$2.24
1788		\$1.50 (\$1.50)***	\$2.50
115		\$2.50 (\$1.65)	
586		\$3.63 (\$1.75)****	
1739		\$1.75 (\$1.63)	\$1.86
1687		\$2.00 (\$1.50)	
894		\$1.45 (\$1.00)	

** Per hour paid.

*** Effective November 29, 1990, \$2.

**** Includes \$1.47 for benefits and other undetermined funds.

Mileage Allowance:	28¢ (26¢) per kilometre when required to use own car during the course of duty. Effective May 1, 1991, 29¢.
Travel Allowance:	Effective June 22, 1990, \$11-\$21 (\$10-\$19) per day for employees living in 20-97 kilometres radius of project, not qualifying for room and board allowance, and \$25.25 (\$23) per day outside 97 km radius.
Room and Board Allowance:	<u>North of the French River</u> - Effective June 21, 1990, \$45 (\$42) per day for employees living more than a 97 kilometres radius from permanent residence and maintaining temporary accomodation at or near project. Effective May 1, 1991, \$48. <u>South of the French River</u> - Effective June 21, 1990, \$44 (\$42). Effective May 1, 1991, \$47. <u>Pickering and Darlington</u> - \$31 (\$28) per day.

Tool and Clothing Allowance: Maximum \$500 (\$400) for tools lost due to fire or theft. Maximum claim of \$750 (\$400) for clothing lost due to fire at an employer operated camp and \$500 (\$400) at work site.

Initial Travel and Return Allowance: 25¢ (22¢) per hour for tradesman recruited more than 161 kilometres from work location.

Electrical Power Systems Construction Association, province-wide - Locals 700, 721 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 538 employees, settled at the bargaining stage and ratified in June 1990. Duration of negotiations - 4 months.

Package:	Effective	<u>June 1/90</u>	<u>May 1/91</u>
	General Increases	\$1.85	\$1.75
	<u>Journeyman Ironworker</u>		
	Local 759, Thunder Bay	\$28.83 (\$26.98)	\$30.58
	All other Locals	\$29.42 (\$27.57)	\$31.17

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, trade improvement and district council funds.

Welfare Fund: Employer contributes \$1.25 (\$1.65) per hour paid.

Pension Fund*:	Effective	<u>June 1/90</u>	<u>May 1/91</u>
	<u>Locals</u>		
	700	\$3.47 (\$3.12)	\$3.80
	736	\$3.50 (unchanged)	\$4.00**
	721	\$3.25 (\$3.00)	
	765	\$3.00 (\$2.50)	\$3.50
	786	\$3.60 (\$2.75)	
	759	\$3.50 (\$3.00)	

* Per hour paid.

** Effective November 1, 1990.

Trade Improvement Fund: Effective June 1, 1990, 10¢ (5¢) for Locals 700, 736, 765 and 786.

District Council Fund: Effective May 1, 1991, employer contributes 5¢ (2¢) for Locals 700, 759 and 765.

Paid Meal Break:	30 (20) minutes when working on pre-authorized overtime.
Travel Allowance:	\$10-\$19.50 (\$9-\$18.00) per day for employee living within 20-97 kilometres radius of work site. \$19.50 per day outside 97 radius km for employee not qualifying for room and board. (Previously, \$24 per day for Darlington, Pickering, R. L. Hearn, Lakeview and Lambton projects and \$18 per day for all other projects an work locations.)
Room and Board Allowance:	<u>Generation Projects</u> - \$42 (\$41) per day. Effective May 1, 1991, \$45. <u>Pickering and Darlington Projects</u> - \$24.75 per day (new). <u>Lines and Stations Construction</u> - \$44 (\$41) per day. Effective May 1, 1991, \$47.
Tool Allowance:	Maximum \$400 (\$250) for replacement of personal tools.
Radiation Work Allowance (new):	\$6 per day when working in fully enveloping plastic suits with independant air supply.
Return Trip Allowance:	<u>Moose River Basin</u> - \$40 every second 21-day cycle for return trips within a 161 km radius of work site to regular residence (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): A 36-month renewal agreement with respect to working conditions and Employee Benefits, effective from January 1, 1989 to December 31, 1991, covering 65,000 employees, settled at the post mediation bargaining stage and ratified in June 1990. Duration of negotiations - 19 months.

Shift Premium:	0-48¢-58¢ (0-45¢-55¢).
Isolation Pay:	\$3.45-\$20.70 (\$2.30-\$13.80) per week, depending on degree of isolation.
Paid Vacation:	5 weeks after 15 (16) years of service and 6 after 27 (29).
Paid Adoption Leave (new):	Effective January 1, 1990, maximum 17 weeks at 93% of regular weekly rate.
Bereavement Leave:	Up to 3 days' paid leave upon death of stepchild (new). 1 day's paid leave upon death of aunt, uncle, niece or nephew (new).
Health and Welfare:	The following benefits are effective January 1; 1990.

Private or Semi-Private Hospitalization - Maximum \$50 (\$35) per day. Private duty nursing extended to include RNA (new).

Major Medical - 50% of costs to a maximum of \$500 for repairs or modification of wheelchair (new).

Vision - Employer pays 60% (50%) of premium costs. Maximum claim is \$100 (\$60) every 2 years.

Dental - Benefits are payable on a 80%-20% (75%-25%) co-insurance basis. Employer pays 100% of premium costs for crowns and bridges, coverage provided on a 40%-60% co-insurance basis (new).

Meal Allowance: \$5 (\$4) after 2 hours overtime.

Mileage Allowance: Effective June 1, 1989:

<u>Kilometres Driven</u>	<u>Southern Ontario</u>	<u>Northern Ontario</u>
0-4,000 km	29¢ (27.5¢)/km	29.5¢ (28¢)/km
4,001-10,700 km	24.5¢ (22¢)/km	25¢ (22.5¢)/km
10,701-24,000 km	21¢ (18¢)/km	21.5¢ (18.5¢)/km
over 24,000 km	17.5 (15.5¢)/km	18¢ (16¢)/km

Job Security: Effective April 1, 1991, where a contract unclassified position has been on-going for more than 2 years and the work remains to be done on a full-time basis, the position will be established within the classified service and the job posted (new).

Paid Union Leave: 4 hours' paid leave per month for president of union local (new).

July 1990 Settlements

TRANSPORTATION EQUIPMENT

Tenneco Canada Inc., Walker Exhausts Division at Cambridge - Local 2894, United Steelworkers (AFL-CIO/CLC): A 36-month early renewal agreement effective from February 7, 1991 to February 6, 1994, with wages retroactive to July 16, 1990, covering 300 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 16/90</u>	<u>Feb. 2/92</u>	<u>Feb. 7/93</u>
	General Increases	5%	5%	5%
	General Labour	\$12.94 (\$12.32)	\$13.59	\$14.27
	Tool and Die Journeyman 0-8 years	\$16.61-\$17.79 (\$15.82-\$16.94)	\$17.44-\$18.68	\$18.31-\$19.61

Lump Sum Settlement Payment: \$500 per employee.

Shift Premium: Effective February 2, 1992, 0-50¢-60¢ (0-40¢-50¢).

Health and Welfare: Life Insurance and AD & D - Effective August 1, 1990, benefit is \$20,000 (\$19,000). Effective February 1, 1992 and 1993, \$21,000 and \$22,000 respectively.

Weekly Indemnity - Effective July 16, 1990, maximum benefit is \$325 (\$300). Effective February 1, 1992 and 1993, \$335 and \$345 respectively.

Dental - Effective January 1, 1991, coverage is based on the 1991 (1988) ODA fee schedule.

Pension Plan: Basic Benefit - Effective August 1, 1990, \$16.50 (\$16) per month per year of service. Effective February 1, 1992 and 1993, \$17 and \$17.50 respectively.

Safety Shoe Allowance: Effective July 16, 1990, \$85 (\$70) per year.

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Local 1788, Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 600 employees, settled with mediation assistance and ratified in July 1990. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.60	\$2.00
	All other areas	\$2.00	\$1.85
	<u>Journeyman Electrician</u>		
	Local 402 (339)	\$28.93	\$30.78
	Thunder Bay	(\$26.93)	
	Local 353	\$30.66	\$32.66
	Toronto	(\$28.06)	

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and special allowance funds.

Pension Fund: Effective November 29, 1990, employer contributes \$2 (\$1.50).
Effective May 1, 1991, \$2.50.

Welfare Fund: 80¢ (unchanged).

Special Allowance Fund:	Effective	<u>May 1/90</u>	<u>Nov. 29/90</u>	<u>May 1/91</u>
	<u>Locals</u>			
	773	\$1.92 (\$2.92)	\$1.42	\$1.05
	530	\$0.65 (\$0.72)	\$0.15	\$0.01
	120	\$2.02 (\$1.00)	\$1.52	\$1.25
	105	\$1.81 (\$0.41)	\$1.31	\$0.81
	804	\$1.31 (\$1.05)	\$0.81	\$0.45
	353	\$1.53 (\$0.56)	\$1.03	\$0.68
	894	\$0.41 (unchanged)	\$0.01	\$0.01
	115	\$1.36 (\$0.61)	\$0.86	\$0.41
	586	\$1.34 (\$1.20)	\$0.84	\$0.34
	1739	\$0.91 (\$0.79)	\$0.41	\$0.02
	1687	\$1.47 (\$1.24)	\$0.97	\$0.54
	402	\$0.01 (N.A)		

The following changes are effective June 29, 1990, unless stated otherwise.

Mileage Allowance: 27¢ (25¢) per kilometre when required to use own car during the course of duty.

Travel Allowance: \$10.50-\$20.75 (\$9.25-\$18.50) per day for employees living within a 20-97 kilometres radius of work site, and \$23.75 (\$21.75) per day beyond 97 km radius for employee not qualifying for room and board.

Room and Board Allowance: \$58 (\$54) when work site is more than 97 kilometres from employee's residence. Effective May 1, 1991, \$60.

Initial Travel and Return Allowance: \$25 (\$23) for initial trip to work site within a 97-161 kilometres radius of regular residence, plus 25¢ (21¢) per km for distances over 161 km.

Tool and Clothing Allowance: \$500 (\$400) for personal clothing lost due to fire or tools lost due to theft or fire.

Metropolitan Toronto Plumbing and Heating Contractors Association, a Division of the Mechanical Contractors Association, OLRB Area 8 - Local 46, Plumbers, Residential Division (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 700 employees, settled at the post mediation bargaining stage and ratified in July 1990. Duration of negotiations - 4 1/2 months.

Package: Effective July 16/90 May 1/91

General Increases	\$1.99	\$1.66
Journeyman	\$31.54 (\$29.55)	\$33.20

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, Drug and Alcohol Program (new), Contingency Fund (new), 12¢ to training and 2¢ to promotion funds.

Lump Sum Payment: \$400 for each employee on payroll as of July 16, 1990.

Pension Fund: Effective September 1, 1990, \$2.50 (\$2.05) per hour. Effective May 1, 1991, \$3.

Drug and Alcohol Programme (new): Effective July 16, 1990, employer contributes 1¢ per hour.

Contingency Fund (new): Effective November 1, 1990, employer contributes 4¢ per hour.

Ontario Masonry Contractors Association at Ottawa - Local 527, Labourers (AFL-CIO)
(mason tenders, residential construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 250 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	General Increases	\$1.50	\$1.50
	Labourer - Single family and attached attached row dwelling (Previously, 6 storeys and under)	\$18.60 (\$17.10)	\$20.10

Package rates shown include wages, vacation and holiday pay and employer contribution to welfare and pension funds.

Ontario Masonry Contractors Association and Independent Masonry Contractors at OLRB
Area 15, Residential Agreement - Local 7, Bricklayers International (AFL-CIO/CLC) (bricklayers, stonemasons and plasterers): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 200 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases		
	Over 3 storeys	\$1.50	\$1.75

Under 3 storeys	68¢	\$1.50
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Journeyman

Up to 3 storeys	\$24.48 (\$23.80)	\$25.98
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Over 3 storeys	\$27.48 (\$25.98)	\$29.23
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Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Board Allowance: \$46 (\$48) per day. Effective May 1, 1991, \$48.

Mileage Allowance: 29¢ (30¢) per kilometre. Effective May 1, 1991, 30¢.

Ontario Mechanical Contractors Association, province-wide - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from July 4, 1990 to April 30, 1992, covering 12,000 employees, settled with mediation assistance during a work stoppage and ratified in July 1990. Duration of negotiations - 4 months.

Package:	Effective	<u>July 4/90</u>	<u>May 1/91</u>
Increases			
Toronto		\$2.61	\$1.90
Sault Ste. Marie		\$2.15	\$1.85
Oshawa		\$2.10	\$1.85
All other areas		\$2.00	\$1.75
<u>Journeymen</u>			
<u>Plumber</u>			
Local 508, Sault Ste. Marie		\$28.12 (\$25.97)	\$29.97
Local 46, Toronto		\$30.90 (\$28.29)	\$32.80

Package rates shown include wages, vacation and holiday pay, employer contributions to welfare, pension, SUB, promotion training funds and 1¢ per hour to drug and alcohol abuse fund for Toronto (new).

Shift Premium 15% (10%) for second shift and 20% (unchanged) for third.
(Sudbury):

Zone Allowance \$9.48-\$13.68 (\$7.90-\$11.40) depending on distance from free
(Niagara): zone. Effective May 1, 1991, \$10.90-\$15.73.

Welfare Fund: Employer contributions per hour earned:

Effective	<u>July 4/90</u>	<u>Sept. 1/90</u>	<u>May 1/91</u>
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Locals

46	\$1.10 (unchanged)		
67	\$1.05 (\$1.25)		
71	\$1.25 (\$1.20)		
221	.85 (\$1.20)		.90
463	.90 (unchanged)		
508	.95 (.85)		\$1.10
527	\$1.00 (\$1.25)		
552	\$1.55 (\$1.55)	\$1.80	
593	.78 (\$1.05)		
599	.88 (\$1.06)		\$1.01
628	\$1.15 (\$1.08)		
663	\$1.25 (\$2.00)		
666	\$1.32 (\$1.60)		
800	\$1.63 (unchanged)		
819	\$2.50 (\$2.50)		

Pension Fund: Employer contributions per hour earned:

Locals

46	\$2.05 (\$2.05)	\$2.50	
67	\$2.70 (\$2.50)		
71	\$2.20 (\$1.70)		\$2.55
221	\$2.65 (\$1.90)		\$3.00
463	\$2.20 (\$2.00)		\$2.38
508	\$2.25 (\$1.82)		\$2.70
527	\$2.12 (\$1.75)		\$2.48
552	\$1.40 (\$1.40)	\$2.15	\$2.65
593	\$1.77 (\$1.50)		
599	\$2.83 (\$1.83)		\$3.43
628	\$2.15 (\$1.75)		
663	\$2.40 (\$1.65)		\$2.50
666	\$2.40 (\$2.20)		\$2.60
800	\$2.75 (\$2.25)		\$3.00
819	\$2.40 (\$1.90)		\$2.90

Mileage Allowance: 30¢ (25¢) per kilometre. Effective May 1, 1991, 35¢.

Board Allowance: Travel/Board Allowances vary within individually prescribed boundaries. The following daily maximums refer to travel outside of established free zone areas:

Effective	<u>July 4/90</u>	<u>May 1/91</u>
<u>Locals</u>		
46	\$34 (\$29)	\$39
67	\$35 (\$30)	\$40
71	\$48 (\$43)	\$53
221	\$41.95 (36.95)	\$48.94
463, 666 & 527	\$38 (\$33)	\$43
593 & 599	\$43 (\$38)	\$48
552	\$41.16 (\$36.16)	\$46.16
628	\$59 (\$54)	\$64
633	\$39 (\$34)	\$44
819	\$45 (\$40)	\$50

Parking Allowances: \$3.50 (\$2.50) per day for Local 46, Toronto and \$4.00 (\$3.00) for Local 71, Ottawa.

RETAIL TRADE

Canada Safeway Limited at Dryden, Fort Frances and Kenora - Local 175, Food and Commercial Workers (AFL-CIO/CLC): Two 43-month renewal agreements for Dryden and Kenora effective from July 9, 1990 to January 29, 1994 and one 44-month renewal agreement for Fort Frances effective from July 29, 1990 to April 2, 1994 covering 350 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 9/90</u>	<u>Jan. 6/91</u>	<u>Nov. 3/91</u>
	Increases*	40¢		65¢
	Additional Adjustments	Some job classification adjustments	9¢-44¢ for certain classifications	
	Pay Equity Adjustments		48¢ for Service Clerk, 10¢ for Head Cashier and 60¢ for Deli Mgr	
<u>Dryden</u>				
Meat Cutter	\$8.10-\$15.99 (\$7.05-\$15.59)	\$8.10-\$16.14	\$8.10-\$16.79	
Journeyman Baker	\$15.91 (\$15.40)	\$16.06	\$16.71	
		<u>Nov. 1/92</u>	<u>May 1/93</u>	
	Increases	75¢		

Additional Adjustments	15¢ Meat Cutter	
Skilled Trades Adjustments		30¢-53¢
Meat Cutter	\$9.30-\$17.69	\$9.30-\$17.99
Journeyman Baker	\$17.46	\$17.99

Maximum rate for Meat Cutter is reached after 27 months.

* All current employees receive 40¢ per hour for all hours worked from expiry date to date of ratification, except 25¢ for Baggers.

Night Shopping Premium: Effective July 9, 1990, 60¢ per hour worked after 22 (24) hours per week.

Night Lead Hand Premium: Effective January 6, 1991, 50¢ (45¢) per hour.

Sunday Premium (new): \$1 per hour.

Health and Welfare: Dental - Effective January 6, 1991, employer contributes 17¢ (16¢) per hour to a maximum of \$6.29 per week to a jointly administered fund. Effective January 6, 1992, January 3, 1993 and July 1, 1993, 18¢, 19¢ and 20¢ respectively.

Pension Plan: Employer Contribution - Effective December 29, 1991, 47¢ (41¢) per hour.

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 12-month renewal agreement effective from July 1, 1990 to June 30, 1991, covering 300 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 2 months.

Wages:	Effective	July 1/90
	Increases	0-6.5%*
	Additional Adjustments	Restructuring of wage schedule to 12 (7) classifications
	Group 2 (includes Mail Clerk)	\$11.94-\$14.92 (\$11.21-\$14.01)

Group 12	\$17.62-\$22.03
(includes Intermediate Programmer/Analyst)	(\$16.72-\$20.69)

* Certain positions red-circled.

Previous rates for Group 2 reflect pay equity adjustments of \$1.06 to \$1.58 during the previous agreement.

Maximum rates are reached after 3 annual increases.

Lump Sum Payments: \$55 to \$1,000 for positions receiving less than 6.5% increase.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 4 weeks after 9 (10) years of service.

Paid Maternity/
Adoption Leave
(new): Effective September 1, 1990, benefit equals 90% of weekly insurable earnings for the 2-week UIC waiting period.

Health and Welfare: Employer pays pro-rated premiums for part-time employees (new).

Dental - Effective September 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule.

University of Windsor - Faculty Association (Ind.): A 36-month renewal agreement effective from July 1, 1990 to June 30, 1993, covering 520 employees, settled at the bargaining stage and ratified in July 1990. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>	<u>July 1/92</u>
	Increase	5.1%	*	*
	Equity Adjustments	**	**	**
	Librarian I	\$26,000*** (\$22,743)		
	Professor	\$54,000 (\$50,330)		

* Increases effective July 1, 1991 and 1992 to be equivalent to the increase in CPI (1981=100) for the previous year. (Previously, CPI increase of previous year minus 1%.)

** Equity adjustment based on median of comparator universities applied on June 30 and retroactive for previous year, based on formula outlined in Windsor Salary Standard.

*** Increase based on market survey for librarians.

Progress Through the Ranks Increment:	\$400-\$1,300 (\$900) per year depending on salary range. Effective July 1, 1991 and 1992, \$425-\$1,350 and \$450-\$1,400 respectively.
Overload Teaching Allowance:	\$2,600 per course. (Previously, \$49-\$58 per contact hour depending on status.) Effective July 1, 1991 and 1992, \$2,900 and \$3,200 respectively.
Acting Pay:	\$2,500 for faculty member acting as Director of Psychological Services Centre (new).
Paid Vacation (Librarian):	25 working days after 20 years of service (new).
Paid Maternity Leave:	Up to 17 weeks at 100% of salary. (Previously, eligibility only after 12 months and 11 weeks of employment.)
Professional Development Leave:	Paid leave to attend conferences, seminars and workshops related to field of specialization for ancillary academic staff (new).
Study Leave:	Up to 16 weeks' paid leave for ancillary academic staff (new).
Paid Personal Leave:	Up to 2 weeks for emergency situations for salaried sessional employees (new).
Sabbatical Leave:	Up to 6 months after 6 (3) years of service or 3 years of continuous service for tenured employees. (Previously, 3 years of service.) Leave extended for up to 3 months for court duty, maternity/paternity/adoption/compassionate leave or for employee seeking political office (new).
Health and Welfare:	<u>Major Medical, Life Insurance, AD & D, Dental</u> - Employer pays 100% of premium costs for up to 8 months per year for sessional employees (new). <u>Vision (new)</u> - Maximum claim is \$80 every 2 years. <u>Dental</u> - Coverage is based on current year's ODA fee schedule. (Previously, current minus 1 year.) Coverage extended to include crowns. <u>Continuation of Benefits for Retirees (new)</u> - Effective October 1, 1990, employer pays 50% of the premium costs for dental plan.
Pension Plan:	<u>Indexing - Minimum Guarantee Pension</u> - 50% of the increase in the CPI to a maximum increase of 6%. (Previously, minimum benefit adjusted by the amount of the increase in the previous year's CPI to a maximum of 2%.)
Meal Allowance:	Maximum \$6.72 (\$6.39) for breakfast, \$7.57 (\$7.20) for lunch and \$17.53 (\$16.60) for dinner.

Extramural Teaching - \$14.35 (\$12.80) for Chatham and Leamington, \$43.09 (\$38.46) food and lodging for Sarnia and Wallaceburg and \$76.46 (\$68.24) food and lodging for Waterloo.

Travel Allowance: \$410.56 (\$366.43) for Chatham, \$342.91 (\$306.05) for Leamington, \$684 (\$611.07) for Sarnia, Waterloo and Wallaceburg for extramural teaching per semester course.

Relocation Allowance: Maximum of \$1,614 (\$1,441) within a 1,600 kilometres radius of Windsor; \$3,355 (\$2,994) beyond 1,600 kilometres radius and \$4,720 (\$4,213) outside North America.

Effective July 1, 1991 and 1992, travel, meal and relocation allowances increased in accordance with the salary increases.

Job Security: Employee shall not be terminated or laid-off due to changes in enrollment levels or funding (new). Employer provides paid training leave when necessary (new).

Discretionary Merit Fund: \$100,000 for faculty members and librarians. (Previously, \$400 per bargaining unit member.)

Anomaly Fund: \$155,000 (\$210,000) for salary issues relating to gender inequities and individual anomalies.

Travel and Membership Dues Fund: \$750 per full-time faculty and librarian (unchanged), \$200 per salaried sessional member and \$400 per ancillary academic staff member (new). Effective July 1, 1991 and 1992, increased in accordance with general salary increases for full-time faculty and librarian.

Ancillary Academic Staff Merit Fund (new): Provides merit increments for 25% of ancillary academic staff.

University Merit Fund (new): Provides increments for 50% of staff excluded from the Discretionary Merit Fund allocations.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
SEPTEMBER 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in September, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Canadian Woodwork Manufacturers Assn., Toronto and vicinity	Carpenters (AFL-CIO/CLC)	434
Dufferin-Peel Roman Catholic Separate School Board, Mississauga	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)	417
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GSW Water Heating Co. and GSW Pump Co., and Knight Industries, Stoney Creek	United Steelworkers (AFL-CIO/CLC) (production and office empls.)	408
Haldimand Board of Education, Cayuga	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	420
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Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)	424
Weston Bakeries Ltd., Toronto	Bakery and Tobacco Wkrs. (AFL-CIO/CLC)	402

FOOD AND BEVERAGE

Weston Bakeries Limited at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 13, 1990 to August 12, 1992, covering 220 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	<u>Aug. 13/90</u>	<u>Aug. 13/91</u>
	General Increases	80¢	85¢
	General Help Light Duties (includes Porter)	\$15.12-\$15.62 (\$14.32-\$14.82)	\$15.97-\$16.47
	Machinist "A"	\$18.09-\$18.59 (\$17.29-\$17.79)	\$18.94-\$19.44

Maximum rates are reached after 90 working days.

Health and Welfare: Life Insurance - Effective August 13, 1991, benefit is \$20,000 (\$17,000).

Vision - Maximum claim is \$125 (\$120) every 2 years.

Pension Plan: Basic Benefit - \$11 (\$10) per month for all credited service to a maximum of 25 years with a maximum benefit of \$275 (\$250). Effective August 13, 1991, \$12 per month with a maximum benefit of \$300.

Safety Shoe Allowance: \$85 (\$75) per year.

TOBACCO PRODUCTS

Imasco Limited, Imperial Tobacco Division at Guelph - Locals 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office employees): Two 17-month renewal agreements effective from November 12, 1990* to April 14, 1992, with wages retroactive to April 15, 1990, covering 717 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

* Previous agreement expired April 14, 1990.

Wages:	Effective	<u>Apr. 15/90</u>	<u>Apr. 15/91</u>
	General Increases	6%	7%

Production
Employees

Group 2 (General Help)	\$18.630 (\$17.575)	\$19.935
Trades Group 7 (Electro-Mechanical Technician)	\$29.733 (\$28.050)	\$31.815

Shift Premium: 0-55¢-75¢ (0-50¢-70¢).

Health and Welfare: Life Insurance for Dependents - Effective October 1, 1990, benefit is \$2,000 (new) for dependent child to age 21, benefit payment to be deducted from the \$20,000 basic employee coverage.

Vision - Coverage is extended to include frames and contact lenses. Maximum claim is \$250 (\$150) every 2 years.

Medical Assistance Plan - Dependent coverage is extended to include full-time university students to age 25. (Previously, applied only to dependent child to age 21.)

Dental - Effective January 1, 1991, coverage is based on previous year's ODA fee schedule. (Previously, the 1988 ODA fee schedule.) Coverage is extended to include major restorative services and orthodontic services with 50%-50% co-insurance (new). Maximum claim for new or replacement dentures is \$500 every 5 years with 50%-\$50 co-insurance (new).

Pension Plan: Earning Ceiling - YMPE will be increased by the amount necessary to cover the negotiated wage increases.

MACHINERY

VME Equipment of Canada Limited at St. Thomas - Local 2183, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1990 to August 31, 1993, covering 390 employees*, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

* Includes 40 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 3/90</u>	<u>Sept. 2/91</u>	<u>Sept. 1/92</u>
	Increases	7¢-15¢	12¢-20¢	10¢-15¢
	COLA Fold-in	\$1.74		

Skilled Trades \$1.50 for
Adjustments Pay Grade 8
and \$2.50 for
Pay Grade 9

Additional 25¢ for
Adjustments Pay Grade 6,
75¢ for Pay
Grade 7

Pay Grade I (General Labourer)	\$13.23 (\$11.42)	\$13.35	\$13.45
Pay Grade 9 (Maintenance with advanced Electronics)	\$18.41 (\$14.02)	\$18.61	\$18.76

COLA: \$1.74 was generated under previous agreements and is folded into wages leaving no float.

COLA Advance - Effective September 1, 1990, 50¢ is added to the float. Effective September 2, 1991, a further 50¢ is added to the float.

Effective September 1, 1992, 1¢ per 0.34 point change in the CPI - 1971=100, using the August 1992 index as the base. Adjusted quarterly with the last adjustment in August 1993. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and AD & D - Effective October 1, 1990, benefit is \$17,000 (\$16,000). Effective September 1, 1991 and 1992, \$18,000 and \$19,000 respectively.

Weekly Indemnity - Effective October 1, 1990, benefit is \$250 (\$240). Effective September 1, 1991, \$260. Effective September 1, 1992, 60% of employees' weekly wage to UIC maximum payable on a 1-1-7-26 (1-1-8-52) basis.

Dental - Effective September 1, 1991, coverage is based on the 1990 (1987) ODA fee schedule. Dentures and orthodontic services are added with 50%-50% co-insurance and a maximum lifetime claim of \$800 (new).

Pension Plan: Basic Benefit - \$19 (\$17) per month per year of service for retirements on or after January 1, 1992. \$21 on or after January 1, 1993.

Safety Shoe Allowance: Effective January 1, 1991, \$50 (\$15) per year. Painters, Radial Drill Operators, Machine Operator IV employees and trainees are eligible for 2 reimbursements per year (new).

TRANSPORTATION EQUIPMENT

Ford Motor Company of Canada Limited at Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor - Various Locals, Canadian Auto Workers (CLC) (hourly rated and office/clerical employees): Three 36-month renewal agreements effective from September 15, 1990 to September 14, 1993, covering 14,130 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 15/90</u>	<u>Sept. 16/91</u>
General Increases		3%	2%
Skilled Trades Allowance		60¢	
Additional Adjustments		40¢ for non-certificated maintenance and tool room classifications	
COLA Fold-in		\$1.67 per hour or \$289.46 per month	
<u>Production Employees</u>			
Assembler 2 (\$16.10)		\$18.25	\$18.62
Tool and Die Maker		\$21.79 (\$18.95)	\$22.23
<u>Office Employees</u>			
<u>Monthly Rates</u> 40 hours per week			
Salary Class I (includes Junior Clerk)		\$2,666.26-\$3,008.61 (\$2,307.57-\$2,639.95)	\$2,719.59-\$3,068.78
Salary Class II (includes Senior Specifications Clerk)		\$3,254.54-\$3,895.37 (\$2,878.72-\$3,500.88)	\$3,319.63-\$3,973.27
Effective		<u>Sept. 15/92</u>	
General Increases			2%

Skilled Trades Allowance	30¢
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Production Employees

Assembler 2	\$18.99
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Tool and Die Maker	\$22.97
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Office Employees

Salary Class I	\$2,773.98-\$3,130.16
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Salary Class II	\$3,386.03-\$4,052.74
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Job rates for office employees are reached after seven 6-month increases. Increases beyond job rate are reached on merit.

COLA: \$1.72 COLA float was generated under previous agreements. \$1.67 is folded into wages leaving 5¢ to float.

1¢ per 0.1 point increase in the CPI - 1981=100, using the July 1990 index as the base. Folded into wages annually. No diversions. (Previously, 1¢ from each quarterly adjustment was diverted towards benefits for a total of 11¢.) Effective March 1, 1991, 1¢ per 0.073 change in the the CPI - 1986=100.

Paid Holidays: Easter Monday and the Friday before Victoria Day and Labour Day are added for a total of 49 (40) days over the contract period.

Paid Vacation: Special Payment - Effective June 30, 1991, 1992 and 1993, employees who are eligible for full vacation pay receive a \$500 special payment, pro-rated for those employees with less entitlement. One day is added to each vacation entitlement.

Health and Welfare: Thirteen new insurance brackets for life insurance, accidental death and dismemberment weekly indemnity and extended disability benefit. Maximum benefits shown are wage related and reflect the amounts in effect at the end of the agreement unless stated otherwise.

Life Insurance - Maximum benefit is \$52,500 (\$43,500).

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500) for current retirees and \$4,500 for retirements after September 14, 1990.

AD & D - Maximum benefit is \$26,250 (\$21,750).

Weekly Indemnity - Maximum benefit is \$570 (\$475). Pregnancy leave is now included under this benefit on the same basis as other disabilities (new).

Extended Disability Benefit - Maximum benefit is \$2,180 (\$1,810) for employee with more than 10 years of service paid up time-for-time and \$1,985 (1,650) for employee with less than 10 years.

Transition and Bridging Survivor Income Benefits - Maximum benefit is \$525 (\$475) per month with no offsets, applies to current and future recipients. Effective September 15, 1991, \$550.

Miscellaneous Medical - Portable toilet is provided in lieu of comode (new). Chronic Care benefit is \$10 (\$3) per day. Medex benefit provides direct payment of hospital and medical expenses when provider refuses to bill OHIP or the carrier (new).

Vision - Maximum claim for frames is \$50 (\$38.80). Maximum claim for contact lenses is \$140 (\$120) every 2 years.

Dental - Effective October 1, 1990, maximum claim is \$1,300 (\$1,000) per year. Maximum lifetime orthodontic claim is \$1,500 (\$1,250). Preventive coverage for children includes pitted and fissure sealants up to age 14 (new).

Pension Plan: A 6-year pension agreement effective from October 1, 1987 to September 30, 1993, remains unchanged.

Early Retirement - Employee aged 55 with 10 (30) years of service electing early retirement receives an unreduced basic and supplementary pension. Aged 50 in case of a plant closure. Employee within 2 years of eligibility for "30-and-out" Special Allowance can "grow-in" to retirement through a SUB-covered lay-off, which provides income protection and the accumulation of pension credits until the employee is eligible for retirement (new).

SUB Plan: Funding - 38¢ per hour worked.

Advanced Credit Account - ACA - Provides up to \$12.8 million additional funding should the SUB fund be depleted.

Guaranteed Benefit Account - GBA - Provides up to \$7.68 million additional funding should the SUB fund be depleted for employees with 10 or more years seniority.

Income Maintenance Benefit Plan: Maximum 52 weeks at 60% of straight time earnings for employee with more than 5 but less than 10 years seniority after exhaustion of SUB entitlement. (Previously, not guaranteed and dependent on SUB fund level.)

Voluntary Termination of Employment Plan: Lump-sum payments of \$15,000-\$55,000 depending on seniority, due to multi-plant closure. \$25,000-\$65,000 for stand alone closure. (Previously, only one option, service related and ranging from \$22,200-\$39,600.)

Funding - Employer liability for IMP is \$26,250,000 (\$15,868,000) and \$28,000,000 (\$15,868,000) for VTEP. If either fund is depleted, the unspent balance of the other is used (new).

Paid Education Leave:	Employer funding is 2¢ (1¢) per hour worked.
Paid Legal Services Plan:	Employer contributes 12¢ (8¢) per hour worked. If additional funding is required, the Special Contingency Fund is utilized.
Special Contingency Fund:	Employer contributes \$1 (50¢) per hour overtime penalty or each hour over threshold limit. Funds can be used for Child Care (new).
Social Justice Fund (new):	Employer contributes 1¢ per hour worked into the fund for charitable and relief projects.
Education Allowance:	Maximum \$1,250 (\$750) for job related courses and \$1,500 (\$1,000) for approved college courses.
Moving Allowance:	Maximum \$1,345 (\$1,120) for single employee and \$2,770 (\$2,310) for married employee.
Tool Allowance:	<u>Apprenticeship Tool Allowance</u> - \$1,000 (\$450).

ELECTRICAL PRODUCTS

GSW Water Heating Company and GSW Pump Company, previously GSW Water Products Company at Fergus, and Knight Industries at Stoney Creek - Locals 6028, 3789 & 6576, United Steelworkers (AFL-CIO/CLC) (production and office employees): Three 36-month renewal agreements effective from August 1, 1990 to July 31, 1993 covering 477 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/90</u>	<u>Aug. 1/91</u>	<u>Aug. 1/92</u>
Increases*		20¢	20¢	28¢
Additional Adjustments		50¢ for Quality Assurance		
Skilled Trades Adjustment		47¢	48¢	
<u>Fergus</u>				
Labourer		\$13.34	\$13.54	\$13.82

Tool & Die Maker	\$17.55-\$17.91 (\$16.88-\$17.24)	\$18.23-18.59	\$18.51-\$18.87
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* Treated as an add-on for incentive workers.

Previous rates reflect 76¢ COLA folded in during term of previous agreement.

Maximum rate for Tool and Die Maker is reached after 60 days.

COLA: 1¢ for each 0.15 point change in CPI - 1981=100, using the July 1990 index as the base. Triggered at a 3-point increase in the first year and 2.5-point in the second and third year. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$22,000 (\$21,000). Effective August 1, 1991 and 1992, \$23,000 and \$24,000 respectively.

Weekly Indemnity - Benefit is \$230, payable on a 1/1/4/39 (1/4/39) basis.

LTD (new): Employer pays 100% of the premium costs. Benefit is \$600 per month payable after 39 weeks of disability.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Vision - Effective August 1, 1991, maximum claim is \$150 (\$100) every 2 years.

Pension Plan: Employer Contribution - Effective August 1, 1990, 56¢ per hour worked to the Union Fund. Effective August 1, 1991, 80¢. (Previously, contributory plan paid \$19 per month per year of service.) Past benefits are to be annuitized.

MISCELLANEOUS MANUFACTURING

Standard Products (Canada) Limited, P.V. Trim Division at Mississauga - Local 1285, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 22, 1990 to June 21, 1993, covering 450 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>June 11/91</u>	<u>June 22/92</u>
	General Increases	20¢	20¢	15¢
	COLA Fold-in	76¢		
	Additional Adjustments	Restructuring of wage schedule		

Skilled Trades Adjustment	\$1 for certified skilled trades		
General Help	\$9.36-\$9.75 (\$8.59-\$8.79)	\$9.56-\$9.95	\$9.71-\$10.10
Tool and Die Repair	\$15.65-\$16.56 (\$14.94-\$15.60)*	\$15.85-\$16.76	\$16.00-\$16.91

Maximum rates are reached after 1 year.

* Previous rates for Tool and Die Repair reflect a \$1.55 adjustment during the previous agreement.

COLA: 81¢ COLA was generated during the previous agreement. 76¢ is folded in on September 1, 1990, leaving 5¢ to float.

1¢ per 0.4 point change in the CPI - 1981=100 (1971=100), using the March, April and May 1990 index as the base. Adjusted quarterly. 1¢ per quarter is diverted for 12 quarters, for a total of 12¢. Diversions of 7¢ to fund the drug plan and 5¢ to offset overall costs of the package.

Health and Welfare: Continuation of Benefits - Employer continues to share premium costs for all health and welfare benefits for employee on maternity leave (new).

Drugs - 35¢ deductible per prescription. Co-insurance factor deleted. (Previously, annual deductibles of \$25 for single coverage and \$50 for family coverage, with 80%-20% co-insurance.)

Safety Shoe Allowance (new): \$25 per year for designated employees.

CONSTRUCTION

Boilermakers Contractors Association, Canada-wide, except British Columbia, Alberta and Quebec - Various Locals, Boilermakers (AFL-CIO/CFL):
A 22-month renewal agreement effective from July 1, 1990* to April 30, 1992, covering 1,700 Ontario employees, settled with mediation assistance. Duration of negotiations - 6 months.

* Previous agreement expired April 30, 1990.

Package:	Effective	<u>July 1/90</u>	<u>May 1/91</u>
	General Increases	\$1.95	\$2

Journeyman	\$30.06	\$32.06
Boilermaker	(\$28.11)	

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, apprenticeship, training and administration funds.

Hours of Work: 38 (37 1/2) hours per week.

Double time for regular hours worked on Friday, Saturday, Sunday or recognized holiday of a compressed work week (new).

Welfare Fund: Effective January 1, 1991, employer contributes \$1.12 (87¢) per hour earned. Effective May 1, 1991, \$1.17.

Pension Fund: Effective January 1, 1991, employer contributes \$3.20 (\$2.70) per hour earned. Effective May 1, 1991, \$3.50.

Educational Training Fund: Effective September 14, 1990, employer contributes 16¢ (11¢) per hour earned. Effective January 1, 1991, 21¢.

National Training Fund (new): Effective January 1, 1991, employer contributes 5¢ per hour earned.

Mileage Allowance: 29¢ (24¢) per km. Effective May 1, 1991, 31¢.

Subsistence Allowance: Effective September 14, 1990, \$45 (\$40) per day for Southern Ontario and \$47 (\$42) per day for Northern Ontario. Effective May 1, 1991, \$50 and \$52 respectively.

Tool/Clothing Allowance: Maximum \$400 (\$200) for personal effects destroyed by fire at the job site.

Interior Systems Contractors Association of Ontario, province-wide - Local 675.

Carpenters (AFL-CIO/CLC) (residential construction): A 21-month renewal agreement effective from July 28, 1990 to April 30, 1992, covering 1,000 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>July 28/90</u>	<u>May 1/91</u>	<u>Nov. 1/91</u>
General Increases		\$2	\$2	15¢
Journeyman		\$28.22	\$30.22	\$30.37
Drywall-Acoustic		(\$26.22)		

Package rates shown include wages, vacation and holiday pay and a total employer contribution of \$2.30 to welfare, pension, SUB, training and industry funds and union dues. Effective May 1, 1991, and November 1, 1991, \$2.80 and \$2.95 respectively.

Piece Work (per 1,000 sq. ft.):	Effective	<u>July 28/90</u>	<u>May 1/91</u>
	Drywallers	\$126	\$140
	Boardmen/Apts.	(\$140)	
	Woodframe/ Residential	\$122 (\$135)	\$135
	Housing Insulation	\$78 (\$86)	\$86

Note: Increases to Travel and Room and Board Allowances are identical to those negotiated in the ICI sector. (See July report.)

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec - Seafarers (AFL-CIO/CLC) (unlicensed personnel): A 24-month renewal agreement effective from June 1, 1990 to May 31, 1992, covering 1,500 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>
	General Increases	5.8%	5.5%*
	Porter	\$12.09 (\$11.43)	\$12.75
	Ordinary Seaman	\$12.97 (\$12.26)	\$13.68
	Crane Operator	\$19.99 (\$18.89)	\$21.09

* Increase to equal the percentage increase in the CPI in the preceding 12 months, triggered at 5.5%.

Acting Pay (new):	The greater of employee's regular rate of pay or the rate of the classification of temporary transfer.
Winter Work Pay:	\$10.79 (\$10.20) per hour. Effective June 1, 1991, increased in accordance with the general increase.
Standby Pay (new):	Straight time for employee required to remain on board in port beyond normal working hours.
Layover Pay (new):	Maximum 3 days' pay for time spent waiting to transfer to another vessel.

Vessel Pay-off (new):	Maximum \$750 (\$650) at termination of tour of duty depending on accrued credits.
Bereavement Leave:	5 days' paid leave upon death of grandparent (new).
Stewards' Passenger Premium:	\$7.94 (\$7.50) per passenger per day and \$2.96 (\$2.80) per meal when in port. Effective June 1, 1991, increased in accordance with general increase.
Travel Allowances:	<u>Mileage</u> - 28¢ (27¢) per km. Effective June 1, 1991, 29¢. <u>Room and Meal</u> - \$10.05 (\$9.50) per meal and \$59.25 (\$56) per night when room and board are not provided by the employer. Effective June 1, 1991, increased in accordance with general increase. <u>Travel Reimbursement</u> - Employer will supply a prepaid airline ticket to employee's vessel if transportation reimbursement is not received within prescribed time limits (new). <u>Travelling Time</u> - 8 hours' pay for employee receiving insufficient notice to join their vessel (new).
Clothing Allowance:	\$88.87 (\$84) for eligible Chief Cook and Second Cook. Effective June 1, 1991, increased in accordance with general increase.
Safety Shoe Allowance:	\$63.50 (\$60) per year for CSA approved footwear for eligible employee.

COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees (Ind.) (communications sales employees): A 40-month renewal agreement effective from August 23, 1990 to December 31, 1993, covering 378 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 23/90</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
General Increases*		6.5%	5.4%	5.5%
Additional Adjustments**		\$44-\$86 for top rates; Some new classifica- tions added	\$16-\$22 for top rates	\$16-\$24 for top rates

Monthly Target Rates

Sales Associate	\$2,459-\$3,134 (\$2,309-\$2,862)	\$2,592-\$3,319	\$2,735-\$3,518
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Sales Representative	\$2,943-\$3,927 (\$2,763-\$3,646)	\$3,102-\$4,159	\$3,273-\$4,409
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Account Executive (Previously, Senior Sales Representative)	\$3,486-\$4,384 (\$3,273-\$4,071)	\$3,674-\$4,643	\$3,876-\$4,922
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Maximum rates are reached on merit after six 6-month increases for Sales Associate and Sales Representative and after five 6-month increases for Account Executive.

* Effective November 1, 1993 additional increase to equal the percentage increase in the CPI - 1981=100, comparing August 1993 to August 1992. Triggered at 6.5% (5.5%) and folded into wages.

** Effective January 1, 1991 a major restructuring of the wage grid. The target rate will be paid for meeting 100% of year end objectives, a base rate for 0-80% of year-end objectives and a maximum rate for 150% of year-end objectives, with wage prorated for results falling between the established objectives.

Paid Vacation: Effective January 1, 1991, 3 weeks after 1 (3) years of service and 5 weeks after 18 (20) years.

Health and Welfare: Dental Plan - Coverage is based on the 1988 (1986) ODA fee schedules.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, province-wide - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 24-month renewal agreements effective from June 18, 1990 to June 15, 1992, covering 10,940 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: Full-time Employees

Effective	<u>June 18/90</u>	<u>June 17/91</u>
General Increases*	\$1	\$1

Weekly Rates
37 hours per week

Service Clerk 0-18 months	\$240.20-\$566.62 (\$230.95-\$529.62)	\$249.45-\$631.88
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Journeyman	\$629.66	\$666.66
Meat Cutter	(\$592.66)	
Meat Manager	\$668.78-\$737.25	\$705.78-\$774.25
Sales Volume	(\$631.78-\$700.25)	
\$11,000 to		
\$57,501 +		

Additional Adjustments - Effective January 1, 1991, maximum rates for Service Clerk and Deli Department Charge Hand increased by 77¢ and 97¢ per hour respectively.

* Full-time wage grids reflect a pro-rated increase from 25¢ on start rates to \$1 increase on maximum rates on each date of increase.

Part-time
Employees

Effective	<u>June 18/90</u>	<u>June 17/91</u>	<u>Dec. 16/91</u>
General	\$1	40¢	40¢
Increases**			
<u>Hourly Rates</u>	\$5.50-\$12.85	\$5.75-\$13.25	\$6.00-\$13.65
0-48 months	(\$4.75-\$11.85)		

** Effective June 18, 1990, part-time wage grid reflects a pro-rated increase from 75¢ on the start rate to \$1 on the maximum rate. Effective June 17, 1991, grid adjusted 25¢ to 40¢. Effective December 16, 1991, 25¢ to 40¢.

Economic Adjustments: Eight quarterly payments of \$125 each for eligible full-time employees and 10¢ per hour worked for part-time employees (unchanged).

Health and Welfare: LTD (full-time) - Effective January 1, 1991, maximum benefit is \$1,900 (\$1,800) per month. Effective January 1, 1992, \$1,950.

Vision (full-time) - Effective January 1, 1991, maximum claim is \$100 (\$80) per person every 2 years for prescription eyeglasses.

Vision (part-time) - Effective January 1, 1991, plan is extended to cover employees with 4 (5) years of service who work 600 (700) hours per calendar year and provides for a maximum claim of \$100 (\$80) per person every 2 years for prescription eyeglasses.

Pension Plan: Full-time Employees - Effective June 18, 1990, \$26 (\$25) per month per year of service. Effective June 17, 1991, \$28.

Part-time Employees - Effective June 18, 1990, \$11 (\$10) per month per year of service. Effective June 17, 1991, \$13.

Union Training and Education Fund (new): Employer Contribution - Effective January 1, 1991, 1¢ per hour for all regular hours worked by full-time and part-time employees. Effective June 17, 1991, 2¢ per hour.

Steinberg Inc., Miracle Food Mart Division at various locations throughout southern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from June 23, 1990 to June 22, 1992, covering 8,560 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Full-time Employees

Effective	<u>June 25/90</u>	<u>June 24/91</u>
Increases*	\$1	\$1
<u>Weekly Rates</u> 37 hours per week		
Service Clerk 0-12 months	\$319.47-\$561.72 (\$310.22-\$524.72)	\$328.72-\$598.72
Meat Cutter 0-30 months	\$341.92-\$627.32 (\$332.67-\$590.32)	\$351.17-\$664.32

Part-time
Employees

Effective	<u>Sept. 23/90</u>	<u>June 24/91</u>	<u>Dec. 23/91</u>
Increases**	\$1	40¢	40¢
Hourly Rates 0-48 months	\$5.50-\$12.76 (\$5.10-\$11.76)	\$5.75-\$13.16	\$6.00-\$13.56

* Full-time wage grids reflect a pro-rated increase from 25¢ on start rates to \$1 on maximum rates on each date of increase.

** Part-time wage grid reflects a pro-rated increase from 40¢ on the start rate to \$1 increase on the maximum rate. Effective June 24, 1991, grid adjusted 25¢ to 40¢. Effective December 23, 1991, 25¢ to 40¢.

Economic Adjustments: Eight quarterly payments of \$150 each for eligible full-time employees and 10¢ per hour worked for part-time employees (unchanged).

Health and Welfare: Employer Contribution - Effective September 2, 1990, 18¢ (10¢) per hour worked to a jointly administered health and welfare plan.

Union Training
and Education
Fund (new):

Employer Contribution - Effective June 24, 1991, 1¢ per hour.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Apr. 1/91</u>
	General Increases	5.5%	1% non-compounded
	Teacher-Level 1 0-6 years	\$22,472-\$32,714 (\$21,300-\$31,009)	\$22,685-\$33,025
	Teacher-Level 4 0-10 years	\$28,869-\$48,270 (\$27,364-\$45,754)	\$29,143-\$48,728
	Teacher-Level 7 0-11 years	\$36,275-\$59,443 (\$34,384-\$56,344)	\$36,619-\$60,006
	<u>Principal</u>		
	Level 5 0-3 years	\$62,697-\$69,473 (\$59,428-\$65,851)	\$63,291-\$70,131
	Level 6 0-3 years	\$64,947-\$71,737 (\$61,561-\$67,997)	\$65,562-\$72,417
	Level 7 0-3 years	\$67,222-\$73,985 (\$63,718-\$70,128)	\$67,860-\$74,686
	Effective	<u>Sept. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	5%	1% non-compounded
	Teacher-Level 1	\$23,819-\$34,676	\$24,046-\$35,006
	Teacher-Level 4	\$30,600-\$51,164	\$30,891-\$51,652
	Teacher-Level 7	\$38,450-\$63,007	\$38,816-\$63,607
	<u>Principal</u>		
	Level 5	\$66,455-\$73,638	\$67,088-\$74,339
	Level 6	\$68,841-\$76,038	\$69,473-\$76,739

	Level 7	\$71,253-\$78,421	\$71,931-\$79,167	
Responsibility Allowances:	Effective	<u>Sept. 1/90</u>	<u>Apr. 1/91</u>	
	<u>Principal</u>			
	- 800-949 students	\$3,206	\$3,237	
	- over 950 students	\$4,054	\$4,093	
		<u>Sept. 1/91</u>	<u>Apr. 1/92</u>	
	- 500-799 students	\$3,399	\$3,431	
	- over 800 students	\$4,298	\$4,339	
	Effective	<u>Sept. 1/90</u>	<u>Apr. 1/91</u>	<u>Sept. 1/91</u> <u>Apr. 1/92</u>
	<u>Vice-Principal</u>			
	up to 949	\$6,140 (\$5,820)	\$6,198	\$6,508 \$6,570
	over 950	\$6,719 (\$6,369)	\$6,783	\$7,122 \$7,190
	Co-ordinator	\$6,140 (\$3,866)	\$6,198	\$6,508 \$6,570
	Consultant	\$4,079 (\$3,866)	\$4,118	\$4,324 \$4,365
	Divisional Leader	\$2,419 (\$2,293)	\$2,442	\$2,564 \$2,588
Continuing Education Pay:	Increased by 6%. Effective September 1, 1991, increased by 5%.			
Post-Graduate Degree Allowance:	\$576 (\$546). Effective April 1, 1991, September 1, 1991 and April 1, 1992, \$581, \$610 and \$616 respectively.			
Annual Travel Allowance:		<u>Sept. 1/90</u>	<u>Apr. 1/91</u>	<u>Sept. 1/91</u> <u>Apr. 1/92</u>
	Principal	\$1,226 (\$1,162)	\$1,238	\$1,300 \$1,312
	Vice Principal	\$62 (\$59)	\$63	\$66 \$67
Bereavement Leave (new):	5 days' paid leave upon death of spouse, parent, parent-in-law, child, grandchild, brother, sister, ward or former legal guardian. 2 days' paid leave upon death of uncle, aunt, grandparent, brother/sister-in-law, son/daughter-in-law, niece or nephew.			

Health and
Welfare:

Part-time Benefits - Employer pays premiums on a pro-rated basis for eligible part-time employees. (Previously, employer paid 50% of premium costs for employee working not less than half-time.)

Vision - Effective November 1, 1990, maximum claim is \$200 (\$150) every year.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Professional
Development
Fund:

Maximum \$60,000 (\$70,000) per school year.

Paid
Preparation
Time:

Effective September 1, 1991, 120 (100) minutes per week.

Frontenac County Board of Education at Kingston - Ontario Secondary School Teacher's Federation (Ind.) (secondary occasional teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 248 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
	Increases	8.4%	1.5% average	4%*

Occasional Teacher

Daily Rates**

Unqualified	\$117 (\$108)	\$119
Qualified	\$155 (\$143)	\$157

Previous rates reflect adjustments of \$7 for Unqualified Occasional Teacher and \$10 for Qualified Occasional Teacher during the previous agreement.

* Increase to equal the percentage increase in the CPI - 1981=100 from May 1990 to May 1991 plus 1%. Triggered at 4% and capped at 8%.

** Daily rates include holiday and vacation pay and pay in lieu of benefits.

Haldimand Board of Education at Cayuga - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 306 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	Sept. 1/90
	General Increase	6.2%
	Teacher-Category D 0-6 years	\$21,127-\$29,338 (\$19,894-\$27,625)
	Teacher-Category A1 0-11 years	\$28,129-\$47,377 (\$26,487-\$44,611)
	Teacher-Category A4 0-11 years	\$33,489-\$59,218 (\$31,534-\$55,761)
Responsibility and Special Allowances:	Increased in accordance with the general salary increase. Vice Principal allowance increased to \$6,204 (\$4,522).	
Extra Degree Allowance:	\$1,053 (\$828).	
Paid Maternity Leave (new):	<u>SUB</u> - Wages equivalent to UIC benefit for the 2-week waiting period.	
Health and Welfare:	<u>Dental Plan</u> - Effective December 1, 1990, plan is extended to include caps and crowns, with a maximum annual claim of \$1,500, provided on a 50%-50% co-insurance basis (new).	

Halton Board of Education at Burlington - Local 1011, Canadian Union of Public

Employees (CLC) (full-time maintenance and custodial employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/90	Jan. 1/91	July 1/91
	Increases	6%	0.7% non-compounded for all employ- ees except Head Caretaker	6% for Caretaker and 5.5% for all other employees*
	Caretaker	\$13.18-\$13.47 (\$12.43-\$12.71)	\$13.26-\$13.56	\$14.06-\$14.37
	Maintenance I	\$16.18 (\$15.26)	\$16.28	\$17.18

Maximum rate for Caretaker is reached after 12 months.

Previous rate for Maintenance I reflects a 65¢ pay equity adjustment during the previous agreement.

* Increase to equal the percentage increase in the Ontario CPI - 1981=100 comparing April 1991 to April 1990. Triggered at 6% for Caretakers and 5.5% for all other employees. Capped at 8%.

Shift Premium: 44¢ (41¢) per hour for all hours worked between 4 p.m. and 12 midnight. Effective July 1, 1991, 47¢.

Trades Certification Allowance: 12¢ (6¢) per hour for Caretaker with Stationary Engineer's certification and 6¢ (3¢) per hour for Caretaker without.

Paid Paternity Leave (new): 1 day's paid leave upon birth of child.

Paid Vacation: 1 day per month to a maximum of 9 (8) days for employee with less than 1 year of service prior to start of vacation period.

Health and Welfare: Vision - Effective July 1, 1991, maximum claim is \$160 (\$140) every 2 years.

Hearing - Effective July 1, 1991, maximum claim is \$500 (\$300) every 5 years.

Dental - Coverage continues to be based on current year's ODA fee schedule. Effective July 1, 1991, maximum lifetime orthodontic claim is \$2,000 (\$1,500).

Professional Development Leave (new): Effective January 1, 1991, 1 day per year.

Education Allowance (new): 100% reimbursement of tuition fees upon successful completion of approved courses.

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (secondary occasional teachers): A 12-month renewal agreement effective from February 1, 1990 to January 31, 1991, covering 281 employees, settled at the conciliation officer stage. Duration of negotiations 7 months.

Wages:	Effective	<u>Feb. 1/90</u>	<u>Sept. 1/90</u>
	Increases	6% for unqualified & 6.25% for qualified	1% for all employees

Short Term Occasional Teacher

Daily Rates*

Unqualified	\$97.50 (\$92)	\$98.50
Qualified	\$119 (\$112)	\$120

Long Term Occasional Teacher - Effective September 1, 1990, one additional year on salary grid for each 111 (116) teaching days per year.

* Includes 4% vacation pay and 3% holiday pay.

Payment in
Lieu of
Benefits:

Effective October 1, 1990, \$4 (\$3) per teaching day.

Sick Leave:

Sick leave accumulates from one long term assignment to another within the same school year (new).

Hours of Work:

3 out of 4 periods per day for teaching and other professional duties for short term occasional teacher. (Previously, 5% of school instructional time.) Maximum of 4 periods per month for supervisory duties (new).

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:

Effective	<u>Sept. 1/90</u>
General Increase	6.45%
Teacher-Category 1 0-11 years	\$27,310-\$46,835 (\$25,657-\$43,994)
Teacher-Category 4 0-11 years	\$32,761-\$59,612 (\$30,777-\$56,000)
Vice-Principal 0-2 years	\$65,817-\$70,033 (\$61,829-\$65,789)
Principal 0-2 years	\$75,015-\$79,241 (\$70,470-\$74,440)

Continuing Education Teachers - Salaries and wage rates increased in accordance with the general salary increase for full-time teachers.

Responsibility Allowances:	Increased in accordance with the general salary increase. Cooperative Education Coordinator receives an allowance equivalent to Consultant (new).
Extra Degree Allowance:	\$896 (\$842).
Paid Preparation Time:	65% of non-teaching periods for preparation and marking. (Previously, 50% of a normal period.)
Professional Development Leave:	Employer provides 55 days of occasional teacher coverage for teachers on professional development leaves (new).
Health and Welfare:	<u>Vision</u> - Maximum claim is \$200 (\$150) per year per person under 18 years and every 2 years per person aged 18 and over. <u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule. Effective March 1, 1991, plan is extended to include pit and fissure sealants and 50%-50% co-insurance for dentures, major restorative and prosthodontic services (new).

Renfrew County Board of Education at Pembroke - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective September 1, 1990 to August 31, 1991, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	7%
	Teacher-Category D 0-5 years	\$20,661-\$26,745 (\$19,309-\$24,995)
	Teacher-Category A1 0-11 years	\$25,166-\$47,819 (\$23,520-\$44,691)
	Teacher-Category A4 0-12 years	\$32,721-\$59,141 (\$30,580-\$55,272)

Responsibility Allowances:	Increased in accordance with the general salary increase.
Paid Maternity Leave (new):	80% of the UIC benefit for the 2 week UIC waiting period.
Health and Welfare:	<u>Dental</u> - Employer pays 70% (60%) of the premium costs. For teacher working less than 60% of full-time, employer pays 35% (30%) of premium costs. Coverage is based on 1989 (1988) ODA fee schedule.

Mileage 25¢ (24¢) per kilometre for first 15,000 km.
 Allowance:

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 534 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/90	Sept. 1/91
	Increases	6%	5%*
	Teacher-Level 1 0-6 years	\$20,531-\$29,122 (\$19,369-\$27,474)	\$21,558-\$30,579
	Teacher-Level 4 0-12 years	\$27,150-\$47,500 (\$25,613-\$44,811)	\$28,507-\$49,875
	Teacher-Level 7 0-13 years	\$33,214-\$58,767 (\$31,334-\$55,441)	\$34,875-\$61,706

* Increase to equal the percentage increase in the Ontario CPI from June 1990 to June 1991, triggered at 5% and capped at 7%.

Responsibility Increased in accordance with the general increases.
 Allowances:

Health and Vision - Effective September 1, 1991, maximum claim is \$150
 Welfare: (\$100) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective November 1, 1990, plan is extended to include major restorative services with a maximum annual claim of \$1,000 per family member, provided on a 50%-50% co-insurance basis (new).

Paid Prepa- For Junior Kindergarten to Grade 3 Teachers - 120 (70-80)
 tion Time: minutes per week, depending on the number of full-time equivalent teachers hired. Effective September 1, 1992 and 1993, 160 and 200 minutes per week respectively.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 596, Ontario Public Service Employees (NUPGE) (CLC) (office, clerical, technical and food service employees): A 21-month renewal agreement effective from September 24, 1990* to June 30, 1992, with wages retroactive to July 1, 1990, covering 550 employees, settled with mediation assistance. Duration of negotiations - 5 months.

* Previous agreement expired June 30, 1990.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
	General Increases	5.3%	4.5%**
	<u>Annual Rates</u>		
	Grade 1 0-3 years	\$17,732.71-\$19,813.07 (\$16,840.18-\$18,815.83)	\$18,530.68-\$20,704.66
	Grade 15 0-5 year	\$47,979.47-\$58,156.94 (\$45,564.55-\$55,229.76)	\$50,138.55-\$60,774.00

** Increase to equal the percentage increase in the Toronto CPI from May 1990 to May 1991. Triggered at 4.5%.

Paid Paternity Leave: 93% of weekly wage for the 2 week UIC waiting period plus an additional 15 weeks at the difference between 93% of the weekly wage and the UIC benefit if father is the primary caregiver due to the death or total disablement of mother at childbirth (new).

Health and Welfare: Vision - Maximum claim is \$150 (\$120) per year for eyeglasses and \$200 (\$150) per year for contact lenses.

Meal Allowance: \$6.50 (\$6).

Severance Pay: 2 weeks' pay per year of service (unchanged) plus an additional 2 weeks' pay (new) for employee with less than 8 years service.

Day Care Fund: \$22,646.21 to reduce day care fees for eligible day care parents for the 1990 calendar year (new).

Professional Development Fund: \$22,646.21 for Early Childhood Education for the 1990 calendar year (new).

Professional Development Allowance: \$1,742.02 per eligible employee in the School of Early Childhood Education for the 1990 calendar year (new).

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 4, Canadian Educational Workers (Ind.) (full-time sessional and part-time instructors): A 24-month renewal agreement effective from August 16, 1990 to August 15, 1992, covering 298 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Aug. 16/90</u>	<u>Aug. 16/91</u>
	General Increases	5.3%	*

Basic Annual Salary

Level 1 \$32,705.80
 (\$31,059.64)

Level 15 \$58,873.03
 (\$55,909.81)

* Increase to equal the percentage increase negotiated for the 1991-92 academic year by the Ryerson Faculty Association, or the percentage increase in the Toronto CPI for August 1990 to August 1991, whichever is greater.

Health and
Welfare:

Vision - Maximum claim is \$80 every 12 (24) months.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Payment in Lieu
of Fringe
Benefits:

Sessional Instructors - Effective August 16, 1990, 0.4% for major medical coverage (previously, \$10.31 for single and \$22.40 for family coverage) and 1.7% for dental coverage (previously, \$17.23 for single and \$46.98 for family coverage.)

Part-time Instructors - 2.05% (3%) of gross salary.

Pension Plan:

Employer Contribution - Maximum 4.9% (4%) of employee's wages towards a Registered Retirement Savings Plan.

Contracting Out
Clause (new):

No contracting out of teaching functions performed by members of the bargaining unit.

Instructor
Development
Fund:

\$15,000 (\$20,000) in first year of agreement. \$12,000 in second year.

Queen's University at Kingston - Local 229, Canadian Union of Public Employees

(CLC) (physical services): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:

Effective

July 1/90

July 1/91

Increases

95¢ for Residences
Operations Maintenance
Mechanic; 5.2% for
other employees

82¢ for Residences
Operations Maintenance
Mechanic; 4.7% for
other employees

Additional
Adjustments

15¢ for all
classifications;
61¢ for Grounds-
keeper; 38¢ for
Team Leader; certain
reclassifications

Caretaking Attendant	\$12.85 (\$12.07)*	\$14.35**
Tradesperson	\$18.08 (\$17.04)	\$20.19**

* Previous rate for Caretaking Attendant reflects a \$1.70 pay equity adjustment during the previous agreement.

** Hourly rates adjusted upwards to reflect change in hours of work.

Hours of Work:	Effective July 1, 1991, 37 1/2 (40) hours per week for 40 hours' pay for all employees.
Shift Premium:	0-45¢-50¢ (0-40¢-45¢).
Weekend Premium:	50¢ (45¢) per scheduled hour on Saturday.
Paid Vacation:	Entitlement pro-rated to actual time paid for employees with continuing part-time appointments (new).
Paid Union Leave:	2 days' each for 4 (5) members of bargaining committee.
Health and Welfare:	<u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule minus one year.

HEALTH AND WELFARE SERVICES

Hamilton Civic Hospital and 70 other hospitals, province-wide - Ontario Council of Hospital Unions, Various Locals, Canadian Union of Public Employees (CLC) (full-time and part-time service, office, clerical and paramedical employees): One hundred and twelve 24-month renewal agreements effective from September 29, 1989 to September 28, 1991, covering 17,229 employees, settled by arbitration. Duration of negotiations - 1 year.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	General Increases*	8%	7%
	<u>Hamilton Civic Hospital</u>		
	General Aide 1	\$12.0630-\$12.3161 (\$11.1694-\$11.4038)	\$12.9074-\$13.1782
	R.N.A.	\$13.5114-\$13.7646 (\$12.5106-\$12.7450)	\$14.4572-\$14.7281

Senior Lab	\$20.5832-\$23.5939	\$22.0240-\$25.2455
Technologist	(\$19.0585-\$21.8462)	

* Wage increases for Senior Lab Technologist are effective April 1, 1991 and April 1, 1992.

Maximum rates are reached after 2 annual increases for General Aide 1 and R.N.A., and after 7 annual increases for Senior Lab Technologist.

Call Back Pay: Minimum of 4 (3) hours' pay at time and one-half. Agreements which exceed this provision remain unchanged.

Paid Vacation: Full-time Employees - 4 weeks after 5 (6) years of service, 5 after 15 (16), and 6 after 25 (new).

Part-time Employees - 2 weeks for less than 2 years of service, 3 after 2, 4 after 5, 5 after 15, and 6 after 25. (Previously, this provision varied among individual collective agreements.)

Bereavement Leave: Up to 3 days' paid leave upon death of spouse, child, parent, sister, brother, mother/father-in-law, grandparent, grandchild, sister/brother-in-law and spouse's grandparent. (Previously, this provision varied among individual collective agreements.)

Ottawa General Hospital - Local 1657, Canadian Public Employees (CUPE) (CLC)
(full-time and part-time employees): A 24-month renewal agreement effective from September 29, 1989 to September 28, 1991, covering 440 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	General Increases	8%	7%
	Food Service Attendant	\$12.572-\$13.135 (\$11.641-\$12.162)	\$13.454-\$14.054
	Electrician	\$17.330-\$17.727 (\$16.046-\$16.414)	\$18.543-\$18.968

Maximum rate for Food Service Attendant is reached after 3 annual increases and for Electrician after one 3-month increase.

Uniform Allowance: Maximum 3 sets as required for maintenance staff, radiologist and porter. (Previously, 2 sets per year for maintenance staff.)

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC) (full-time and part-time service and maintenance employees and students): Two 24-month renewal agreements effective from September 29, 1989 to September 28, 1991, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 7 1/2 months.

The parties agreed to the same terms of settlement as awarded by the arbitration board for Hamilton Civic Hospitals and the participating hospitals and CUPE, reported in this issue, and the following provisions.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
General Increases		8%	7%
Additional Adjustments		Certain reclassifications; some classifications added	
Central Service Technician		\$11.213-\$11.367 (new)	\$11.998-\$12.163
Aide		\$12.111-\$12.276 (\$11.214-\$11.367)	\$12.959-\$13.136
R.N.A.		\$13.531-\$13.757 (\$12.529-\$12.738)	\$14.479-\$14.720
Journeyman Electrician		\$16.630-\$16.978 (\$15.398-\$15.720)	\$17.794-\$18.166

Maximum rates are reached after 1 year for full-time employees and after 1,725 hours for part-time employees.

Summer Student Rate - \$9 (\$8) per hour for all students employed between May 1 and September 15, 1990. \$12 for Nursing students and \$10 for other students employed between May 1 and September 15, 1991.

Part-time students with 1,725 or more hours of service - Effective July 1, 1990, students receive job start rate (Previously, \$8 per hour).

Part-time students with less than 1,725 hours of service - Effective July 1, 1990, \$8 per hour plus 1/3 of the difference between \$8 and start rate of job performed. (Previously, \$8 per hour). Effective September 29, 1990, \$8 plus 2/3 of the difference between \$8 and job start rate. Effective September 28, 1991, student receives job start rate.

The following provisions are effective from September 20, 1990, unless specifically stated otherwise.

Wash-up Period (new):	5 minutes at the end of regular scheduled shift for Maintenance, Housekeeping, and Stores employees.
Payment in Lieu of Fringe Benefits (part-time students):	Effective September 28, 1991, 14% of straight time rate (new).
Meal Allowance:	\$6 (\$5).

Victorian Order of Nurses at Ottawa - Ontario Nurses Association (Ind.) (full-time and part-time employees): A 12-month renewal agreement effective from April 1, 1990 to March 31, 1991, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Jan. 1/91</u>
	Increases	4%	.3%-8%
	<u>Annual Rates</u>		
	37 1/2 hours per week		
	Registered Nurse	\$31,812.77-\$35,977.44	\$32,787-\$38,903
	0-7 years* (0-6 years)	(\$30,589.20-\$34,038.11)	
	Public Health Nurse	\$33,887.00-\$38,704.79	\$33,887-\$40,003
	0-7 years* (0-6 years)	(\$32,730.34-\$36,575.13)	

* Effective April 1, 1991 and 1992, 0-8 years and 0-9 years respectively.

Lump Sum Payment (new):	Maximum of \$900 per employee. Payment to be pro-rated according to the portion of time worked during 1989/1990.
Overtime Pay (part-time):	Time and one-half after 4 scheduled hours on a weekend shift.
Weekend Premium (new):	Effective September 17, 1990, 45¢ per hour worked between the completion of the Friday day tour and the commencement of the Monday day tour.
Cancellation Pay (new):	Minimum 4 hours' if tour is cancelled with less than 4 hours notice.

Compassionate Leave:	1 day's paid leave upon death of son/daughter-in-law (new).
Paid Vacation (full-time):	6 weeks after 25 years of service (new).
Vacation Pay (part-time):	12% after 25 years of service (new).
Health and Welfare:	<u>Continuation of Benefits</u> - Employer continues to share premium costs for dental for up to 2 years for employee on WCB or a paid leave of absence (new).
Uniform Allowance:	\$237.04 (\$215) for full-time employee, and \$104.74 (\$95) for part-time employee, upon commencement of employment.
Maintenance Uniform Allowance:	\$118.52 (\$107.50) per year for full-time employee, and \$104.74 (\$95) for part-time employee. Allowance may be carried over to following year, but not to exceed \$237.04 (\$215) for full-time employee and \$167.58 (\$152) part-time employee.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct (Publications) Inc. - Canadian Telephone Employees Association (Ind.) (clerical and associated employees): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, covering 470 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 24/90</u>	<u>Sept. 30/91</u>	<u>May 31/92</u>
	Increases	5.5%-6.5%	5.5%	6.4%*

Weekly Rates

Clerk Grade 4	\$320.21-\$428.02 (\$303.52-\$405.71)	\$337.51-\$451.14
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Senior Layout Artist	\$426.20-\$677.59 (\$403.98-\$639.24)	\$449.21-\$714.18
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Maximum rate for Clerk Grade 4 is reached after six 6-month increases, and for Senior Layout Artist after eight 6-month increases.

* Increase equal to the percentage increase in the CPI from March 1990 to March 1991. Triggered at 6.4%.

Overtime Pay: Double time after 2 (3) hours of overtime in one week.

Paid Vacation: Full-time - 5 weeks after 18 (20) years of service.

Part-time - 1 day for each month of service to a maximum of 10 days on a prorata basis (new).

Vacation Pay: Effective January 1, 1991, 4% on the difference between total earnings and basic pay for employee with less than 6 years of service, and 6% after 6 years (new).

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 30-month renewal agreement effective from September 1, 1990 to February 28, 1993, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Mar. 1/91</u>	<u>Sept. 1/91</u>
	Increases*	3%	3%	4%
	Additional Adjustments	Some re-classifications		
	Special Adjustments	**		***
	<u>Annual Rates*</u>			
	Technical Officer 1 (includes Designer)	\$18,300-\$26,700 (\$17,800-\$25,900)	\$18,900-\$27,500	\$19,700-\$28,600
	Technical Specialist 2 (includes Research Development Specialist)	\$47,100-\$53,700 (\$45,700-\$51,200)	\$49,300-\$55,300	\$51,300-\$58,000
	Effective		<u>Mar. 1/92</u>	<u>July 1/92</u>
	Increases*		2.5%	4%
	Technical Officer 1	\$20,200-\$29,300		\$21,000-\$30,500
	Technical Specialist 2	\$53,100-\$59,500		\$55,300-\$62,000

Maximum rates are reached on merit.

* Increases are applied to individual salaries. Annual salary ranges adjusted to accomodate increases in individual salaries.

** 10 step advance within salary range for employees in non-restricted classifications; advance to range maximum for restricted classifications.

*** 5 step advance within salary range for employees in non-restricted classifications; advance to range maximum for restricted classifications.

The following provisions are effective from September 17, 1990, unless stated otherwise.

Shift Premium:	0-\$3.60-\$4.30 (0-\$3.40-\$4.05). Effective September 1, 1991 and 1992, 0-\$3.85-\$4.55 and 0-\$4.00-\$4.75 respectively.
Weekend Premium:	In addition to applicable shift premium, \$4.65 (\$4.40) per scheduled shift on Saturday and \$11.65 (\$11) per scheduled shift on Sunday. Effective September 1, 1991, \$5 and \$12.40 respectively. Effective September 1, 1992, \$5.20 and \$12.90 respectively.
Continuous Shift Premium:	\$1,225 (\$1,155) per year for employee scheduled to work a minimum of 6 months in a continuous shift operation. Effective September 1, 1991 and 1992, \$1,305 and \$1,360 respectively.
Health and Welfare:	<u>Semi-Private Hospitalization and Major Medical</u> - Employer pays a medical hospital allowance of \$4.50 per month for single and \$12 per month for family coverage. (Previously, allowance was equivalent to 100% of applicable premiums.)

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 1137, International Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 409 employees, settled by arbitration. Duration of negotiations - 19 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>	<u>Jan. 1/90</u>	<u>July 1/90</u>
General Increases		6%	1%	6%	1%
Additional Adjustments		*			
Fire Fighter 3rd Class		\$33,284 (\$31,400)	\$33,617	\$35,634	\$35,590
Fire Fighter 1st Class		\$44,379 (\$41,867)	\$44,823	\$47,512	\$47,987
District Chief		\$57,693 (\$54,427)	\$58,270	\$61,766	\$62,383

* Effective September 4, 1990, the rate for 2nd Class Fire Fighter is 90% (85%) of the rate for 1st Class Fire Fighter. 3rd Class Fire Fighter rate is 80% (75%) of 1st Class Fire Fighter rate.

Service Pay: Effective September 4, 1990, \$65 (\$55) per year after 6 years of service, \$135 (\$110) after 11 years, \$200 (\$165) after 16 years, \$250 (\$220) after 21 years, and \$300 (\$275) after 26 years.

Paid Holidays: Effective January 1, 1990, 1 floating holiday is added for a total of 12 (11) days.

Health and Welfare: Vision - Effective October 4, 1990, maximum claim is \$125 every 2 years. (Previously, maximum claim was \$50 every year for those under 18 years, and \$70 every 2 years for those over 18.)

Hearing (new) - Effective October 4, 1990, maximum claim is \$300 every 5 years.

Dental - Effective October 1, 1990, coverage is based on the 1990 (1987) ODA fee schedule.

Workers' Compensation - Employer pays the difference between WCB benefit and employee's net pay. (Previously, the difference between benefit and gross pay.)

Continuation of Benefits - Employer pays 50% of premium costs for dental and extended health care for up to 5 years for employee in receipt of LTD benefits (new).

Cleaning Allowance: (new): Effective January 1, 1990, \$120 per year for all members above the rank of 1st Class Fire Fighter.

Addenda

August 1990 Settlements

FURNITURE AND FIXTURE

Canadian Woodwork Manufacturers Association at Toronto and vicinity - Local 27, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from April 17, 1990 to April 16, 1992, covering 200 employees, settled at the conciliation officer stage and ratified in August 1990. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 17/90</u>	<u>Oct. 15/90</u>
	Increases	20¢-30¢	10¢-20¢
	General Factory Labourer	\$10.78 (\$10.58)	\$10.88
	Labourer	\$14.03 (\$13.83)	\$14.13

Cabinet Maker	\$16.64	\$16.84
1st Class	(\$16.34)	

Previous rates reflect \$1.13 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the March 1990 index as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

Pension Plan: Employer Contribution - 60¢ (50¢) per hour earned to the Carpenters' Industrial Pension Trust Fund.

Safety Shoe Allowance: Employer will reimburse total cost of safety shoes once per year. (Previously 50% of total cost once per contract.)

FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (education group) - A 21-month renewal agreement effective from December 1, 1989 to August 31, 1991, covering 1,448 Ontario employees, settled by arbitration in August 1990. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 1/89</u>	<u>Dec. 1/90</u>
	General	5.25%	4%
	Increases		
	<u>Annual Rates</u>		
	<u>Elementary and</u>		
	<u>Secondary Teaching (EST)</u>		
	<u>Ontario Rates</u>		
	Level 1	\$21,188-\$28,433	\$22,036-\$29,570
	0-8 years	(\$20,131-\$27,015)	
	Level 6	\$31,358-\$51,030	\$32,612-\$53,071
	0-10 years	(\$29,794-\$48,485)	
	<u>Language Teaching (LAT)</u>		
	Level 1 (B.A)	\$26,219-\$40,873	\$27,268-\$42,508
	0-12 years	(\$24,911-\$38,834)	
	Level 4 (B.A plus	\$33,556-\$51,579	\$34,898-\$53,642
	3 years teacher	(\$31,882-\$49,006)	
	education)		
	0-13 years		

Education Services (EDS)

EDS 1 0-5 years	\$38,829-\$47,751 (\$36,892-\$45,369)	\$40,382-\$49,661
EDS 5 0-3 years	\$58,687-\$64,253 (\$55,760-\$61,048)	\$61,034-\$66,823

Responsibility
Allowances:

Effective	<u>Dec. 1/89</u>	<u>Dec. 1/90</u>
Principal 1-12 teachers	\$1,500 (\$1,300) plus \$450 (\$400) per person	\$1,700 \$475
13 or more teachers	plus \$250 (\$210) per person	\$250
Department Head	\$1,600 (\$1,400)	\$1,800
Teacher of Specialist Subject	\$750 (\$700)	\$800
Teacher in a One-Room School	\$900 (\$700)	\$1,000
Senior Teacher, Language Teaching - LAT 02	\$3,425 (\$3,300)	\$3,575

Assistant Principal: One-half of Principal's allowance.

Responsibility allowances are pro-rated for employees who work part of a full work year (new).

The following provisions are effective from September 28, 1990, unless specifically stated otherwise.

Shift Premium:	Effective August 28, 1990, \$1 for each hour worked between 4:00 p.m. and 8:00 a.m.. (Previously, 50¢ for all hours worked for employees who have half or more of their regular shift hours between 6:00 p.m. and 6:00 a.m.. 60¢ for all hours worked for employees whose regular shift starts between 10:00 p.m. and 2:00 a.m.)
Overtime Pay:	Calculated on the basis of each completed 15 (30) minutes.
Weekend Premium:	75¢ (55¢) per hour for work regularly scheduled on Saturday and Sunday.
Call Back Pay:	Employee receives the greater of 3 hours' pay at time and one-half. (Previously, 4 hours' pay at straight time rate.)
Standby Pay:	\$10 (\$7) for each eight-hour period or part thereof during off-duty hours. \$14 (unchanged) on a day of rest or designated holiday.

Acting Pay: Effective August 28, 1990, employee receives higher rate when temporarily transferred to higher classification for at least 5 (10) consecutive working days.

Reporting Pay for Work on Paid Holidays: Minimum of 3 hours' pay at the applicable overtime rate. (Previously, 4 hours' pay at straight time rate).

Holiday Pay (part-time): 4.25% (4%) for all straight-time hours worked.

Paid Vacation: Full-time Employees - Effective April 1, 1990, 6 weeks after 30 years of service.
Part-time Employees - One-half of the hours in the employee's workweek per month after 30 years of service (new).

Sick Leave: Employee reappointed within one year of lay-off receives accumulated sick leave credits from previous period of employment (new).

Meal Allowance: \$6 (\$5).

Penological Factor Allowance: Maximum \$1,600 (\$1,400).

Severance Pay: First Lay-off - 2 weeks' pay for first full year of service and 1 week's pay for each additional year. (Previously, to a maximum of 28 weeks' pay.)
Second or Subsequent Lay-off - 1 week's pay for each full year of service less any previous period for which severance pay was granted. (Previously, to a maximum of 27 weeks' pay.)
Retirement or Death of Employee - 1 week's pay for each full year of service (unchanged), pro-rated for a partial year (new), to a maximum of 30 (28) weeks' pay.
Release for Incompetence (new) - Employee who has more than 10 years of service receives 1 week's pay for each full year of service to a maximum of 28 weeks.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
OCTOBER 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in October, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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MINES

Placer Dome Inc., Dome Mine at South Porcupine - Local 7580, United Steelworkers (AFL-CIO/CLC) (mine, mill and plant employees): A 36-month renewal agreement effective from October 31, 1990* to October 30, 1993, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

* Previous agreement expired April 17, 1990.

Wages:	Effective	<u>Oct. 31/90</u>	<u>Oct. 31/91</u>	<u>Oct. 31/92</u>
General Increases		5.7%**	5.2%	5.7%
Additional Adjustments	Restructuring of wage schedule to 9 (15) job classes and 25¢ for certain classifications		25¢ for certain classifications	25¢ for certain classifications
Job Class 1 (includes Labourer)		\$14.50 (\$13.84)	\$15.25	\$16.12
Job Class 8 (14) (includes Trades 1)		\$17.90 (\$16.83)	\$19.08	\$20.42
Job Class 9 (14) (includes Journeyman)		\$18.60 (\$16.83)	\$19.82	\$21.20

** Applies only to rates for existing employees.

Lump Sum Payment: 90¢ for all hours worked, retroactive to April 18, 1990.

COLA: 1¢ per 0.35 point increase in the CPI - 1971=100, using the October 1991 index as the base. Triggered at 6%. Adjusted monthly and folded into wages at the end of the agreement. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: 4 weeks after 12 (15) years of service.

Sick Leave Pay: Payable on the 1st day of hospitalization (new). Effective April 1992, benefit is 60% of regular wages. (Previously, 50% of regular wages for the 1st 9 days and 60% thereafter.)

Health and Welfare: Life Insurance and AD & D - Effective October 31, 1990, benefit is \$25,000 (\$24,000). Effective October 31, 1991, \$27,000.

Dental - Effective November 30, 1990, coverage is based on current year's (1988) ODA fee schedule. Maximum annual claim for basic services is \$1,000 per person. (Previously, no cap.)

Pension Plan: Basic Benefit - Effective November 1, 1990, \$28 (\$23) per month per year of service for current and future service.

Early Retirement (new) - Effective November 1, 1990, employee aged 55 with 10 years of service receives a minimum benefit of \$18 per month per year of past pension service. \$825 per month bridge benefit to age 65.

Severance Pay (new): Notice and severance pay based on Employment Standards Act plus 20%. Available until November 14, 1990. After this date, notice and severance pay based on the Employment Standards Act criteria to retain recall rights.

FOOD AND BEVERAGE

Maple Lodge Farms Limited at Norval - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 13, 1990 to October 12, 1992, covering 900 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 13/90</u>	<u>Oct. 13/91</u>
	Increases		
	Hourly	75¢	75¢
	Drivers	6.4%	6%
	New Further Processing Group I (General Help)	\$11.33 (\$10.58)	\$12.08
	Shipping Department Group 2 (Shipper)	\$13.47 (\$12.72)	\$14.22
	Delivery Driver Local Runs-Trailer	\$14.36 (\$13.50)	\$15.22
Shift Premium:	40¢ (35¢) per hour for all hours worked between 3 p.m. and 4:59 a.m..		
Paid Vacation:	4 weeks after 9 (10) years of service.		
Overtime Pay:	Double time after 12 (13) hours worked for plant employees and after 13 (14) hours for drivers.		
Hours of Work:	Guaranteed 36 (35) hours per week.		

Health and
Welfare:

Life Insurance and AD & D - Effective November 1, 1990, benefit is \$22,500 (\$20,000). Effective October 12, 1991, \$25,000.

Life Insurance for Dependents - Benefit is \$2,000 (\$1,000) for spouse and \$1,000 (\$500) for child. Effective October 12, 1991, \$2,500 and \$1,500 respectively.

Vision - Maximum claim is \$115 (\$100) per person every 2 years.

Dental - Effective November 1, 1990, employer pays 75% (50%) of premium costs for seniority employees. Employer pays 100% of premium costs in the second (third) year of employment. Effective January 1, 1991, coverage is based on the 1990 (1988) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. Employer pays 100% of the premium costs in the second (third) year of employment.

Safety Shoe
Allowance:

Maximum \$50 per year for safety footwear or \$55 for insulated safety boots where required. (Previously, \$45 twice per year.)

Uniform
Allowance
(Drivers):

Employer pays 100% of the cost after 1 year. (Previously, after 2 years.)

Union Education
Fund (new):

Effective November 1, 1990, employer contributes 1¢ per hour paid for each full-time employee to the United Food and Commercial Workers Union Training and Education Fund. Effective October 12, 1991, 2¢.

Health and
Safety Training
(new):

Employer pays the cost of training certified members of the Health and Safety Committee.

Corby Distilleries Limited at Corbyville - Local 96, Distillery Workers

(AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1990 to September 30, 1993, covering 200* employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Includes 67 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
General		2%	3%	2.5%
Increases				
Cola Fold-in		\$1.03		
Additional		1.5% for certain		
Adjustments		classifications		
		includes 16¢ for		
		Utility B		

Skilled Trades Adjustments	40¢		
General Plant Utility A & B	\$15.02 (\$13.54)	\$15.47	\$15.86
Stationary Engineer 2nd Class*	\$16.41 (\$15.06)	\$16.90	\$17.32
Electrician	\$16.41 (\$14.66)	\$16.90	\$17.32

Start rate for General Plant Utility A & B is \$2 per hour less than job rate for the first 120 days worked.

* Position red-circled.

COLA: 1¢ per 0.45 point change in the CPI - 1971=100, using the October 1990 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Bereavement
Leave: 1 day's paid leave upon death of aunt or uncle (new).

Health and
Welfare: Dental - Coverage continues to be based on current year's ODA schedule.

Continuation of Benefits for Retirees - Effective October 1, 1990, employer pays 100% of the premium costs for semi-private hospitalization, drugs and dental for retiree aged 55 (new).

Safety Shoe
Allowance: Maximum \$80 (\$70) per year.

Meal
Allowance: \$10 after 1 hour of overtime and \$10 after an additional 4 hours. (Previously, meal provided.)

LEATHER

Bata Industries Limited, Bata Footwear Division at Batawa and Trenton - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse employees): A 24-month agreement effective from October 4, 1990 to October 3, 1992, covering 600 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	Oct. 4/90	Oct. 4/91
	General Increases*	5.5%	5.5%

Non-Incentive Rates

Cleaner	\$7.34 (\$6.96)	\$7.75
Leather Dispatcher	\$10.74 (\$10.18)	\$11.33

* Applies to incentive and non-incentive rates. Guaranteed hourly rate for incentive workers will be increased by 10¢ per hour.

Paid Vacation:	4 weeks and 2 days after 15 (20) years of service and 5 after 25 (34).
Colour Change Premium:	Non-productive time on Monoplex casting unit paid at 120% of basic wage. (Previously, paid at basic wage.)
Call In Pay:	Minimum 4 hours' pay at time and one-half. (Previously, minimum 3 hours pay at applicable overtime rate.)
Health and Welfare:	<u>Dental</u> - Coverage continues to updated each July 1 to the previous year's ODA fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$13 (\$12) per month per year of service.

Brown Shoe Company of Canada Limited at Perth - Local 365, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 2, 1990 to October 30, 1992, covering 239 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	Nov. 2/90	Nov. 2/91
General Increases*		4.5%	4%
Pay Equity Adjustments		8¢-51¢ for certain classifications	
Additional Adjustments		Minor restructuring of wage schedule	
Order Pickers/ General		\$7.85-\$8.16 (\$6.40-\$7.81)	\$8.16-\$8.49
Truck Driver- Out-of-Town		\$8.80-\$9.15 (\$6.77-\$8.76)	\$9.15-\$9.52

* Optimum and hourly rates

Start Rate - Minimum \$6.50 (\$5.50) per hour. Effective November 1, 1991, \$6.75.

Incentive Earners - Effective November 2, 1990, 70¢ per hour clock card add-on for piece workers hired prior to January 17, 1985, when they earn one cent per hour in excess of factory minimum rate (\$5.41). 35¢ per hour clock card add-on for piece workers hired after January 17, 1985, and prior to November 2, 1990, when they earn 1¢ per hour in excess of factory minimum rate (\$5.41).

Bereavement Leave: Common-law spouse recognized as member of immediate family after co-habitation of 1 (3) year. Child includes adopted child, a child from a common-law relationship and foster and step child if foster or step child has resided with employee continuously for at least 2 years (new).

Health and Welfare: Life Insurance - Benefit is \$10,000 (\$7,000).

Major Medical - Employer pays 75% (60%) of the premium costs.

Dental - Coverage is based on the 1989 (1987) ODA fee schedule.

Pension Plan: Employer Contribution - 20¢ (10¢) per hour worked per employee to a group RRSP if matched by employee.

TEXTILE

Kraus Carpet Mills Limited, Chrome Print, and Varichrome Yarns at Waterloo - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 219 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
General Increases		60¢	60¢
Yarn and Receiving Utility		\$10 (\$9.40)	\$10.60
Machinists		\$14.70 (\$14.10)	\$15.30

Paid Rest Periods: 15 (10) minutes per day.

Health and Welfare: Employer Contribution - Effective November, 1990, 53¢ (48¢) per hour to the UFCW Trusteed Benefit Plan. Effective July, 1991, 58¢ per hour.

Pension Plan: Employer Contribution - Effective January 1, 1991, 35¢ (30¢) per hour to the Canadian Commercial Workers Industry Pension Plan.

Union Education and Training Fund (new): Effective October 22, 1990, employer contributes 1¢ per hour per employee to a maximum of 40 hours per week. Effective July 1, 1991, 2¢ per hour.

KNITTING MILLS

McGregor Hosiery Mills at Toronto - Local 590, Textile and Chemical Union (CCU):
A 36-month renewal agreement effective from October 23, 1990 to October 22, 1993, covering 231 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Oct. 23/90</u>	<u>Oct. 23/91</u>	<u>Oct. 23/92</u>
	General Increases	47¢	47¢	50¢
	Additional Adjustments	Certain reclassifications and 5¢ for Labour Grade I		
	Labour Grade I (includes Finisher)	\$7.68 (\$7.16)	\$8.15	\$8.65
	Labour Grade XII (Tool & Die Maker A)	\$15.18 (\$14.71)	\$15.65	\$16.15
Paid Vacation:	4 weeks after 14 (16) years of service and 5 after 20.			
Bereavement Leave:	3 (1) days' paid leave upon death of grandparent and grandchild.			
Health and Welfare:	<u>Dental</u> - Coverage continues to be updated each October 23 to the previous year's ODA fee schedule.			
Paid Union Negotiation Leave:	Straight-time for up to 3 employees up to the first conciliation meeting. (Previously, to date of application for conciliation.)			

WOOD

Weldwood of Canada Limited, Longlac Plywood Division at Longlac - Local 2693, IWA-Canada (CLC): A 36-month renewal effective from June 1, 1990 to May 31, 1993, covering 281 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
	General Increases	75¢	60¢	65¢

Additional Adjustments* 7¢-20¢ for certain classifications, including 20¢ for Electrician Class "A"

Dryer Feeder	\$13.66 (\$12.91)	\$14.26	\$14.91
Electrician Class "A"	\$16.92 (\$16.17)	\$17.72	\$18.37

* Effective October 26, 1990.

Shift Premium: Effective November 1, 1990, 0-29¢-31¢ (0-27¢-29¢). Effective June 1, 1991, 0-31¢-33¢.

Paid Educational Leave (new): Up to 10 days per employee for the term of the agreement.

Health and Welfare: Life Insurance - Effective June 1, 1991, benefit is \$37,000 (\$35,000). Effective June 1, 1992, \$40,000.

Weekly Indemnity - Effective November 1, 1990, maximum benefit is \$396 (\$378). Effective June 1, 1991 and 1992, maximum benefit is UIC maximum.

LTD - Effective June 1, 1991, maximum benefit is \$1,200 (\$1,100). Effective June 1, 1992, \$1,300.

Semi-Private Hospitalization and Drugs - Effective November 1, 1990, employer contributes \$17.26 (\$41.41) per month for single coverage and \$41.50 (\$87.51) per month for family coverage. Effective June 1, 1991, employer pays 100% of premium costs.

Dental - Effective November 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective June 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan: Employer Contribution - Effective June 1, 1991, employer contributes \$25 (unchanged) per month, and a further \$20 (\$15) per month conditional on the employee contributing \$20 (\$15). Effective June 1, 1992, conditional contribution is \$30. Effective December 1, 1992, employer contributes \$35 per month, and conditional contribution is \$35.

PAPER AND ALLIED

Abitibi-Price Inc., La Compagnie Gaspesia Limitée* in Ontario, Quebec and Newfoundland - Various Locals, Canadian Paperworkers (CLC) (mill employees): Seven 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 2,098 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

* Previously bargained with La Compagnie Price Limitée.

Wages:	Effective	<u>May 1/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢	5.5%	5.5%
Skilled Trades Adjustments		50¢ Class A 25¢ Class B 15¢ Class C		
Yard Labourer		\$16.22 (\$15.37)	\$17.11	\$18.05
Journeyman "A"		\$21.04 (\$19.69)	\$22.20	\$23.42

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

Health and Welfare: Dental Plan - Effective November 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective May 1, 1991 and 1992 the 1990 and 1991 ODA fee schedules respectfully.

Holiday Pay: Double time plus 1 hour's pay per hour worked of the job, rate performed for a total of 4 times the regular rate, for employee on uninterrupted end product production twice per year (new).

Hours of Work (Locals 132, 134 and 249): Day Workers - 7 1/4 (8) hours per day with one 15 minute paid rest period and one 30 minute paid lunch break (new).

Subsistence Allowance (Locals 40, 90, 132 and 134): \$300 (\$100) per week with government offsets for apprentice living away from home and attending government trade schools.

Technological Change: Employer will meet with union to implement special early retirement provisions, freeze on hiring permanent employees, retraining, transfers to other job vacancies, bumping rights and attrition for employee laid off due to technological change.

PRINTING, PUBLISHING AND ALLIED

Southam Inc., The Citizen Division at Ottawa - Local 205, Newspaper Guild (AFL-CIO/CLC) (business office, circulation, editorial and maintenance departments, fleet control and other employees):
Two 24-month renewal agreements effective from July 21, 1990 to July 20, 1992, covering 437 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 21/90</u>	<u>Jan. 1/91</u>	<u>July 21/91</u>
General Increases		6%		6%
Pay Equity Adjustments			91¢-\$3.57 per hour for certain classifications	
Additional Adjustments	Some job classification revisions			

Editorial Department

Weekly Rates

Office Person	\$552.79 (\$521.50)	\$603.31	\$639.51
Reporter 5 years	\$902.07 (\$851.01)		\$956.19
Assistant City Editor	\$962.70 (\$908.21)		\$1020.46

* Previous rate for Office Person reflects a \$2.26 pay equity adjustment.

Shift Premium:	\$11 (\$10) per shift between 6 p.m. and 6 a.m..
Call in Pay:	2 (3) hours' pay at time and one-half and double time thereafter.
Paid Holidays:	Boxing Day is added for a total of 11 (10) days.
Paid Vacation:	4 weeks after 6 (7) years of service, 5 after 15 (16), and 6 after 25 (28). Effective July 21, 1991, 5 after 14, and 6 after 24.
Bereavement Leave:	Up to 5 days' paid leave upon death of common law spouse (new).
Paid Maternity Leave (new):	Wages equivalent to 95% of UIC benefit for the 2-week waiting period, plus 15 weeks at the difference between 95% of weekly wages and UIC benefit.
Leave for Family Emergencies:	1 day's paid leave with additional leave being granted at employer's discretion. (Previously, all leave granted at employer's discretion with no minimum specified.)
Sick Leave: Health and Welfare:	Maximum accumulation of 130 working days (6 months) per year. Major Medical - Deductibles eliminated. (Previously, annual deductible of \$25 for single and family coverage.)

Vision - Maximum claim is \$125 (\$75) per person every 2 years for prescription glasses or contact lenses.

PRIMARY METAL

Accurcast Limited, previously CAE-Accurcast Ltd., at Wallaceburg - Local 93, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from October 28, 1990* to October 29, 1993, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire November 18, 1990.

Wages:	Effective	<u>Oct. 28/90</u>	<u>Oct. 27/91</u>	<u>Oct. 25/92</u>
	Increases	20¢-30¢	23¢-33¢	24¢-35¢
	COLA Fold-in	\$1	50¢	50¢
	Job Class 0 (includes Labourer)	\$11.43 (\$10.23)	\$12.16	\$12.90
	Job Class 11 (includes Electrician)*	\$16.50 (\$15.20)	\$17.33	\$18.18

* Previous rate reflects a 50¢ skilled trade adjustment during the previous agreement.

COLA: \$2.00 was generated under previous agreements. \$1 is folded into wages on October 28, 1990 and 50¢ on October 27, 1991 and October 25, 1992 respectively.

1¢ per 0.115 point change in the CPI - 1986=100, using the September 1990 index as the base. Adjusted quarterly.
(Previously, 1¢ per 0.35 point change in the CPI-1971=100.)

Sunday Premium: Double time (time and one-half).

Bereavement Leave: 3 days' paid leave upon death of common-law-spouse and 1 day for niece/nephew (new).

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: Life Insurance and AD & D - Effective October 27, 1991, benefit is \$19,500 (\$16,500). Effective October 27, 1992, \$22,500.

Weekly Indemnity - Benefit includes applicable COLA (new).

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective October 27, 1991, co-insurance factor for basic services deleted. (Previously, 80%-20% co-insurance.) Effective October 25, 1992, orthodontic coverage is added on a 50%-50% co-insurance basis, with a maximum lifetime claim of \$1,500 per eligible dependent (new).

Safety Shoe Allowance: \$65 (\$55) per year.

TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Ajax, Bramalea, Brampton, Etobicoke and Windsor - Locals 444, 1090, 1285, 1459 and 1498, Canadian Auto Workers (CLC) (production, maintenance, office, clerical and engineering employees): Two 36-month renewal agreements effective from September 15, 1990 to September 14, 1993, covering 12,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 15/90	Sept. 15/91
General Increases		3%	2%
COLA Fold-in		\$1.67 per hour or \$66.80 per week	
Skilled Trades Adjustments		60¢	
Additional adjustments		40¢ for non-certified maintenance and tool room classifications	
<u>Production Employees</u>			
Major Assembler		\$18.24 (\$16.09)	\$18.60
Electrician		\$21.80 (\$18.96)	\$22.24
<u>Office Employees</u> <u>Weekly rates</u> 40 hours per week			
Grade 1		\$634.40-\$717.66 (\$551.07-\$631.90)	\$647.09-\$732.01
Grade 17		\$845.45-\$964.96 (\$755.97-\$936.85)	\$862.36-\$984.26

Effective Sept. 15/92

General Increase 2%

Skilled Trades 30¢
Adjustments

Production Employees

Major Assembler \$18.97

Electrician \$22.98

Office Employees

Grade 1 \$660.32-\$746.65

Grade 17 \$879.70-\$1,003.95

Maximum rate for Grade 1 is reached with 3% increases every 6 months and for grades 8-17, with 3% increases every 6 months to top progression and on merit thereafter to maximum rates.

Other settlement terms are similar to those reported for CAW and Ford Motor Company of Canada in the September 1990 report.

General Motors of Canada Ltd. at London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ontario and St. Eustache and Biosbriand, Quebec - Various Locals, Canadian Auto Workers (CLC) (hourly-rated employees): A 36-month renewal agreement effective from September 15, 1990 to September 14, 1993, covering 34,293 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 17/90</u>	<u>Sept. 15/91</u>
	General	3%	2%
	Increases		
	Skilled Trades	60¢	
	Adjustments		
	Additional	40¢ for	
	Adjustments	non-certified	
		maintenance and	
		tool room	
		classifications	
	COLA Fold-in	\$1.67 per hour	
	<u>Production Employees</u>		
	Assembler 2	\$18.25	\$18.62

Tool and Die Maker	\$21.80 (\$18.96)	\$22.24
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Effective	Sept. 15/92
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General Increase	2%
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Skilled Trades Adjustments	30¢
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Production Employees

Assembler 2	\$18.99
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Tool and Die Maker	\$22.98
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Other settlement terms are similar to those reported for C.A.W. and Ford Motor Company in the September 1990 report.

Pebra Inc. at Kitchener and Peterborough - Locals 1524 and 1987, Canadian Auto Workers (CLC): A 36-month renewal agreement* effective from September 30, 1990 to September 30, 1993, covering 824 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* This is a master agreement covering production and maintenance employees at the Kitchener and Peterborough plants. (Previously 2 agreements). Office and clerical employees at Peterborough are now included (new).

Wages:	Effective	<u>Sept. 30/90</u>	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
	Increases	*			
	Kitchener		20¢	15¢	15¢
	Peterborough		20¢	20¢	20¢
	Office/Clerical		20¢	20¢	20¢
	Skilled Trades	50¢	20¢	30¢	30¢
	Additional Adjustments (Kitchener)	50¢ for each rate except skilled trades		20¢ for Set-up, Shipper/Receiver & Material Handler	20¢ for Set-up, Shipper/Receiver & Material Handler

* Various wage increases reflecting restructuring of wage schedule to create parity between the two production units.

Kitchener

Production Worker	\$9.75 (\$9.30)	\$9.95	\$10.10	\$10.25
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Toolmaker	\$18.25 (\$15.15)	\$18.45	\$18.90	\$19.35
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Peterborough

Production Worker	\$9.55 (\$8.50)	\$9.75	\$9.95	\$10.15
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Tool & Die Maker	\$18.25 (\$16.45)	\$18.45	\$18.90	\$19.35
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Office/Clerical

Receptionist	\$9.75 (\$9.20)	\$9.95	\$10.15	\$10.35
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Computer Systems Analyst	\$15.00 (\$14.45)	\$15.20	\$15.40	\$15.60
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COLA (new): Effective January 1992, 1¢ per 0.125 point increase in the CPI - 1980=100, using September 1991 as the base index. Adjusted and paid quarterly.

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Paid Holidays: Effective in the first contract year, 1 floating day is added to the Christmas break for a total of 13 (12) days. Effective in the second year 1 additional day is added to the Christmas break for a total of 14 days. Effective in the third year, 13 days.

Paid Vacation: 5 weeks or 10% after 15 years of service (new).

Bereavement Leave: 3 (1) days' paid leave upon death of mother-in-law or father-in-law.

Health and Welfare: Employer pays 100% (75%) of premium costs of the following benefits for employee with 45 days' (1 year) seniority.

Weekly Indemnity - Maximum benefit is \$650 (\$500). Any employee who was denied the maximum benefit under the previous agreement will be reimbursed.

Drugs - Effective October 1, 1991, 35¢ deductible per prescription. (Previously, annual deductible of \$15 for single coverage and \$25 for family coverage.)

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan (new): Non-Contributory Plan - Effective October 1, 1992, benefit is \$10 per month per year of past and future service.

Meal Allowance (new): \$5 after 2 hours of overtime for employee not notified 8 hours in advance.

Education Employer pays 2¢ (1¢) per hour per quarter to the union
Leave Fund: education fund.

Van Dresser Limited at Waterloo - Local 1524, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 29, 1990 to October 29, 1993, covering 235 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 29/90</u>	<u>Oct. 27/91</u>	<u>Oct. 25/92</u>
General Increases		3%	3%	3%
COLA Fold-in		\$1.52		
Skilled Trades Adjustments		75¢ for Industrial Mechanic	55¢ for Industrial Mechanic	26¢ for Industrial Mechanic
Press Operator		\$12.69 (\$10.80)	\$13.07	\$13.46
Electrician Electronic		\$18.19 (\$16.14)	\$18.74	\$19.30

COLA: \$1.52 generated under the previous agreement is folded into wages leaving no float.

1¢ per 0.125 point increase in the CPI - 1981=100, using the September 1990 index as the base. Adjusted quarterly. (Basic formula is unchanged.) Effective October 29, 1992, 1¢ per 0.1 point increase in the CPI.

Shift Premium: 0-37¢-45¢ (0-35¢-43¢). Effective October 29, 1991, 0-38¢-46¢. Effective October 29, 1992, 0-39¢-47¢.

Bereavement Leave: 3 days' paid leave upon death of brother-in-law or sister-in-law (new).

Paid Holidays: Effective October 29, 1992, one floating day is added during the Canada Day weekend for a total of 16 (15) days.

Paid Vacation: 5 weeks at 10% after 18 (19) years of service, and 5 weeks at 12% after 25 (new).

Health and Welfare: The following benefits and allowances are effective January 1, 1991, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$23,000 (\$22,000).
Effective October 27, 1991, \$24,000. Effective October 25, 1992, \$25,000.

Weekly Indemnity - Benefit is on a 1-1-5-39 (1-1-8-39) basis.

LTD - Benefit is \$600 (\$500) per month for a maximum of 10 (5) years.

Hearing - Maximum lifetime claim is \$700 (\$500).

Vision - Maximum claim is \$150 (\$120) per person every 2 years.

Dental - Coverage is based on the current year's (1988) ODA fee schedule.

Continuation of Benefits - Benefit coverage for laid off employee continues for 1 month beyond the month of lay-off notice. (Previously, coverage continued for either the balance of the month when laid-off or the next month depending on notice.)

Pension Plan: Basic Benefit - \$11.50 (\$10) per month per year of service.
Effective January 1, 1992 and 1993, \$13 and \$14.50 respectively.

Prescription Safety Glasses: Employer pays 75% (50%) of cost for 1 pair of glasses every 2 years.

Safety Shoe Allowance: Maximum \$70 per year for employee required to wear safety shoes except maintenance. (Previously, 50% of cost for 1 pair per year after employee has purchased 1 pair.) Employer pays for replacement shoes damaged on the job (new).

Tool Allowance (Skilled trades): \$75 per contract year for lost, misplaced new or updated tools. (Previously, employer replaced damaged or broken tools only.)

Clothing Allowance (Skilled trades): 4 (2) pairs of working clothes per year.

National Steel Car Limited at Hamilton - Local 7135, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 5, 1990 to October 5, 1992, covering 650 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 1 1/2 months.

* Includes 200 employees currently on lay-off status.

Wages:	Effective	Oct. 5/90	Oct. 5/91
General Increases		35¢	30¢
Cola Fold-in		25¢	

Day Workers

Material Handler	\$13.90 (\$13.30)	\$14.20
Machinist Gr. II	\$16.24-\$16.30 (\$15.64-\$15.70)*	\$16.54-\$16.60
Die Sinker Gr. I	\$16.93-\$17.03 (\$16.33-\$16.43)*	\$17.23-\$17.33

Maximum rates are reached on merit.

* Previous rates for Machinist Grade II and Die Sinker Grade II reflect a 25¢ skilled trades adjustment on October 5, 1988.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100 using the September 1990 index as the base. Triggered at 25¢ (30¢) in each year. Adjusted quarterly.

Paid Holidays: Boxing Day is added for a total of 12 (11) days.

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: Weekly Indemnity - Effective October 1, 1990, benefit is \$287 (\$280). Effective October 1, 1991, \$294.

Dental - Effective October 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective October 1, 1991, the 1990 ODA fee schedule.

Pension Plan: Basic Benefit - \$21 (\$20) per month per year of service.
Supplemental Benefit - \$21 (\$20) per month per year of service.

Prescription Safety Glasses: Maximum \$75 (\$50) per year.

CHEMICAL AND CHEMICAL PRODUCTS

General Chemical Canada Ltd. at Amherstburg - Local 89, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1990 to October 31, 1993, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 1/90</u>	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
	General Increases	30¢	30¢	30¢
	COLA Fold-in	\$1.75		

Additional Adjustments	Restructuring of wage Grid		
Labour Grade 1 (Includes General Labour)	\$18.75 (\$16.70)	\$19.05	\$19.35
Labour Grade 10 (Includes Journeyman)	\$20.47 (\$18.42)	\$20.77	\$21.07

Start Rate (new) - \$16.70 per hour for the duration of the agreement.

COLA: \$1.77 COLA was generated during the previous agreement; \$1.75 is folded into wages on December 31, 1990, leaving 2¢ to float.

Effective January 1, 1991, 1¢ per 0.1266 point increase in the CPI - 1981=100, above the base index of 160.7789. Adjusted quarterly and folded into wages at the end of the agreement. (Previously, 1¢ per 0.5 point increase in the CPI - 1971=100.)

Shift Premium: 0-82¢-\$1.13 (0-77¢-\$1.06). Effective November 1, 1991 and 1992, 0-87¢-\$1.20 and 0-92¢-\$1.27 respectively.

12-hour shifts - 65¢ (61¢) per hour. Effective November 1, 1991 and 1992, 69¢ and 73¢ respectively.

Welding
Premium: 25¢ (15¢) per hour performing TIG welding.

Paid Holidays: 1 day's personal leave is added for a total of 17 (16) days per year.

Bereavement
Leave: 3 days' paid leave upon death of son/daughter-in-law (new).

Paid Union
Leave: An additional 12 (8) hours per week for union health and safety representative.

Health and
Welfare: Life Insurance - Effective January 1, 1991, benefit is \$30,000 (\$29,000). Effective January 1, 1992 and 1993, \$31,000 and \$32,000 respectively.

Weekly Indemnity - Benefit is \$404 (\$384) per week or UIC maximum for a maximum of 65 (52) weeks. Effective November 1, 1991 and 1992, \$429 and \$454 respectively.

Major Medical - Deluxe out of country coverage is added for current employees and retirees (new).

Vision - Maximum claim is \$100 (\$85) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits - Employer pays premium costs for health and welfare benefits for retiree not entitled to a employer pension benefit at age 65. (Previously, for retiree in receipt of a employer pension benefit.) Coverage is extended to include current dependents of retirees (new).

Pension Plan: Basic Benefit - \$26 (\$24) per month per year of service. Effective November 1, 1991 and 1992, \$28 and \$30 respectively.

Minimum Disability Pension - Effective January 1, 1991, \$500 (\$350) per month.

Survivor Benefit Option (new) - 60% of employee's pension benefit with a supplement of 90% of the difference between the unreduced and reduced calculation.

Lump Sum Payments in lieu of Pension Indexing - \$500 on October 31, 1990, 1991 and 1992 for retirees and surviving spouses. (Previously, applied only to retirees.)

Meal Allowance: \$8.50 (\$8) per meal, \$8 (\$7.75) per ticket and \$6 (\$5.75) per breakfast. Effective November 1, 1991 and 1992, \$8.25 and \$8.50 per meal respectively.

Safety Shoe Allowance: Effective January 1, 1991, \$130 (\$115) per year. Effective January 1, 1993, \$135.

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 299 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/90</u>	<u>May 1/91</u>
	General Increases	\$1.95	\$2.15*
	Journeyman Boilermaker	\$30.01 (\$28.06)	\$32.16*

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, apprenticeship, training and promotion funds.

* Amounts shown include an additional 5¢ increase to package on September 14, 1990 and an additional 10¢ on January 1, 1991.

Hours of Work: Moose River Basin (new) - 21 day cycle consisting of 14 consecutive working days, followed by 7 days off. Straight time for regularly scheduled 10-hour day. Double time for regularly scheduled weekends, holidays and the 5th consecutive week day.

The following amounts are per hour earned:

Welfare Fund:	Effective January 1, 1991, \$1.12 (87¢). Effective May 1, 1991, \$1.17.
Pension Fund:	Effective January 1, 1991, \$3.20 (\$2.70). Effective May 1, 1991, \$3.50.
Training Fund:	Effective September 14, 1990, 16¢ (11¢). Effective January 1, 1991, 21¢.
National Training Fund (new):	Effective January 1, 1991, 5¢.
Paid Rest Period:	10 minute paid rest period before commencement of overtime work for employee on 7 day continuous shifts (new).
Travel Allowance:	<u>Generation Projects and Moose River Basin</u> - \$10.50-\$20.50 (\$9-\$18) per day for employee living within 20-97 km radius of work site. \$21.75 (\$19) per day beyond 97 km radius. <u>Pickering and Darlington Projects</u> - The same as for Generation Projects, except \$25.50 (\$23) per day outside 97 km radius for employee not qualifying for room and board.
Room and Board Allowance:	<u>Generation Projects</u> - \$44 (\$41) per day for employee maintaining temporary accommodation at or near project which is more than 97 km radius from permanent residence. Effective May 1, 1991, \$47. <u>Pickering and Darlington</u> - \$25.50 (\$23) per day for employee maintaining temporary accommodation, as above. \$24.50 (\$22) per day for employee whose regular residence is more than 97 km from work site.
Initial Travel and Return Allowance:	\$22 (\$20) for initial trip to project 97-161 km radius from regular residence. One hour's pay for each 80 km (unchanged) plus 25¢ (22¢) per km for distances over 161 km. <u>Moose River Basin (new)</u> - \$40 for return trip every 21 day cycle for employee living within 161 km radius from work site. \$40 plus travel time equal to 1 hour's regular rate for each 80 km radius or part thereof to a maximum of 800 km from permanent residence or place of recruitment, for distances beyond 161 km.

TRANSPORTATION

Canadian Airlines International, Limited*, system-wide - Local 1990, Canadian Auto Workers** (CLC) (full-time and reduced-time agents, schedulers, passenger service representatives and teletypists): A 36-month renewal agreement effective from July 20, 1990 to July 19, 1993, covering 1107*** Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Includes former Wardair employees.

** Previously Various Locals, Transportation-Communications with Canadian Airlines and Local 2213, Canadian Auto Workers at Wardair.

*** Includes 31 employees currently on lay-off.

Wages:	Effective	<u>July 16/90</u>	<u>July 15/91</u>	<u>July 13/92</u>
	General Increases	5%	7%	5%
	Additional Adjustments	80¢ for Payload/ Group Specialist		
	<u>Hourly Rates</u>			
	Agent/Passenger	\$8.43-\$18.05	\$9.02-\$19.32	\$9.48-\$20.28
	Service Rep.	(\$8.03-\$17.19)		
	Crew Scheduler	\$18.13-\$22.56 (\$17.26-\$21.49)	\$19.39-\$24.14	\$20.36-\$25.35

Maximum rate for Agent/Passenger Service Representative is reached after nine 26-week increases, and for Crew Scheduler after eight annual increases.

Shift Premium:	Effective July 16, 1990, 0-42¢-49¢ (0-38¢-45¢).
Overtime Pay:	Double time for all hours worked on the second and subsequent day of rest (new).
Instructor Premium (new):	\$2.22 per hour to Senior Lead Agent for providing formal classroom training.
Charge Hand Premium:	\$1.50 (\$1.11) for lead agent and crew scheduler.
Relief Premium (new):	50¢ per hour for leave of absence and training relief.
Shift Co-ordi- nator Premium:	Effective July 16, 1990, \$1.50 (50¢). After 37.5 hours performing the functions of a shift Co-ordinator, the employee will receive the Lead Agent rate of pay (new).
Paid Union Leave:	37.5 (7.5) hours per week for national union health and safety representative. Up to 30 paid hours for union representative of joint health and safety committee to attend a health and safety course (new).

7.5 hours per week for every 100 employees covered for union officials. (Previously, paid time off varied for different regions on a shift basis.)

Workers Compensation Leave (new): Employer pays difference between WCB payment and regular straight-time rate.

Pension Plan: Indexing - Effective July 1992, basic benefit for current and future retirees aged 60 will be adjusted annually by 50% of the increase in CPI to a maximum adjustment of 4% (new).

Basic Benefit - 1.4% (1.375%) of YMPE after 1965, based on the average of the best 36 (60) months of service.

Early Retirement - Maximum 50 employees aged 55 or older, may elect early retirement without actuarial reduction, when age plus years of service equals 80.

Contracting Out (new): Effective October 10, 1990, employer agrees not to contract out passenger handling functions or cargo operations except Inuvic and Mirabel cargo.

Meal Allowance: Effective January 1, 1991, maximum \$43 per day during out-of-base training. Effective January 1, 1992, maximum \$45.

Union Education Fund (new): Employer contributes \$28,000. Effective 1991 and 1992, \$30,000 and \$40,000 respectively.

WHOLESALE TRADE

O.E. Inc. at Markham - Local 9185, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 25, 1990 to July 24, 1992, covering 300 employees, settled at the post mediation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 25/90</u>	<u>July 25/91</u>
General Increases		7%	7%
Additional Adjustments		Certain class- ification adjustments	
Assembler		\$11.50 (\$10.75)	\$12.31
Technical and Field Specialist		\$18.83 (\$17.60)	\$20.15

Paid Holidays: One additional floating day is added for a total of 11 (10) days per year.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or child.

Health and Welfare: Life Insurance and AD & D, Major Medical and Dental Plans - Employer pays 80% (75%) of premium costs.

Weekly Indemnity (new) - Effective January 1, 1991, employer pays 100% of premium costs. Benefit is 66 2/3 of base weekly salary, payable from the 8th day of illness or accident, for a maximum of 17 weeks.

Vehicle Allowance: \$350 (\$270.62) per month, plus 8¢ (6.6¢) per km of business use or, \$7,100 (\$6,678) per year and no mileage allowance. Effective July 25, 1991, \$7,550. (Previous amounts and requirements varied in keeping with the Runzheimer formula, which is currently used as a guide only.)

Clothing Allowance: \$65 (\$60) per month. Effective July 25, 1991, \$70.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, New Dominion Stores
Division, province-wide - Locals 414, 429, 545, 579, 582 and 915, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food employees): A 20 1/2-month renewal agreement effective from October 11, 1990* to June 27, 1992, covering 6,500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previous agreement expired June 30, 1990.

Wages:	Effective	Oct. 11/90	June 30/91
Increases**		\$1	\$1
<u>Full-time Employees</u>			
Clerk B 0-30 months		\$7.76-\$15.74 (\$7.51-\$14.74)	\$8.01-\$16.74
Meat Cutter 0-30 months		\$7.82-\$16.42 (\$7.57-\$15.42)	\$8.07-\$17.42
Effective	July 1/90	June 30/91	Dec. 29/91
Increases***	\$1	40¢	40¢
<u>Part-time Employees</u>			
<u>Hired Before</u> <u>September 22, 1986</u>	\$12.47 (\$11.47)	\$12.87	\$13.27
<u>Hired After</u> <u>September 22, 1986</u>			
Student 0-48 months	\$5.68-\$12.12 (\$4.93-\$11.12)	\$5.93-\$12.87	\$6.18-\$13.27

Non-Student	\$5.93-\$12.12	\$6.18-\$12.87	\$6.43-\$13.27
0-48 months	(\$5.18-\$11.12)		

**** Full-time Employees** - Increases are pro-rated from 25¢ on start rates to a \$1 on maximum rates.

Maximum rate for Clerk B hired before September 17, 1978 is \$15.94 (\$14.94). Effective June 30, 1991, \$16.94.

***** Part-time Employees** - Increase is pro-rated from 75¢ on start rate to \$1 on maximum rate. Effective June 30, 1991, 25¢ to 40¢. Effective December 29, 1991, 25¢ to 40¢.

Christmas
Bonus:

Full-time Employees - 1 week's pay after 1 year of service, 3/4 of one week's pay after 9 months, 1/2 of one week's pay after 6 months, and 1/4 of one week's pay after 3 months. Pro-rated for employees either on layoff for 30 days or more as of December 1 or absent from work for more than 6 months of the qualifying year. (Provision unchanged.)

Part-time Employees - \$15 after 6 months of continuous service, \$25 after 1 year, \$40 after 3 years and \$50 after 5 years (unchanged).

Economic
Adjustments:

Eight quarterly payments of \$125 for eligible full-time employees, pro-rated on basis of time worked in the previous quarter (unchanged). Effective March 23, 1991, six quarterly payments based on 10¢ per regular hour worked for part-time employees (new).

Vacation Pay
(part-time):

For the 1992 vacation year, 6% of previous year's earnings after 5 years of service, and 8% after 9 years. (Previously, 4% for all employees regardless of length of service.)

Health and
Welfare
(full-time):

Weekly Indemnity - Effective January 1, 1991, benefit is 75% of regular weekly earnings to a maximum of \$425 (\$400).

LTD - Effective January 1, 1991, maximum benefit is \$1,900 (\$1,800) per month. Effective January 1, 1992, \$1,950 per month.

Vision - Effective January 1, 1991, maximum claim is \$100 (\$80) every 2 years.

Pension Plan
(full-time):

Basic Benefit - Effective November 1, 1990, \$23 per month per year of service prior to January 1, 1986. (Previously, \$22 for service during 1985 and \$20.50 for service prior to January 1, 1985.) Effective July 1, 1991, \$29 per month per year of service from January 1, 1990 (new).

Union Safety
and Education
Trust Fund:

Employer Contribution - Effective January 1, 1991, 1¢ per hour for all regular hours worked by full-time and part-time employees. Effective June 30, 1991, 2¢ per hour.

Loblaws Supermarkets Limited at Ottawa - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees):
A 24-month renewal agreement*, effective from May 1, 1990 to April 30, 1992, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previously two agreements including locals 633, 486 and 206, covering stores in Ottawa and Southern Ontario.

Wages: Effective April 30/90 June 30/91 Dec. 29/91

Full-time employees

General \$1.00 \$1.00
Increases**

Cashier, \$9.16-\$15.91 \$9.66-\$16.91
Service Clerk (\$8.66-\$14.91)
and Meat Clerk
0-18 months

Meat Cutter \$9.53-\$16.91 \$10.03-\$17.91
0-24 months (\$9.02-\$15.91)

Part-time employees

General \$1.00 40¢ 40¢
Increases***

Part-time employees

0-48 months \$6.15-\$13.16 \$6.15-\$13.56 \$6.15-\$13.96
(\$6.15-\$12.16)

** Increase for full-time employees are pro-rated from 50% on start rates to 100% on maximum rates. Increase for part-time employees is 100% on maximum rates only.

*** Part-time employees receive the increases only if on payroll as of October 28, 1990.

Additional Adjustment - Effective October 28, 1990, 35¢ for Assistant Store Manager.

Hours of Work: Straight-time for employees scheduled up to 1 hour after normal store closing time but no later than 11 p.m. (Previously one-half hour and 10:30 p.m.) Double time after 11 p.m. (10:30 p.m.)

Overtime Pay (part-time): Time and one-half after 37 hours per week (new).

Health and Welfare: Life Insurance/AD & D - Benefit is \$40,000 (\$20,000).

Vision - Maximum claim is \$200 (\$100) every 2 years.

Oshawa Group Limited, Oshawa Foods Division at Toronto and other southern Ontario centres - Local 175, Food and Commercial Workers (AFL-CIO/CLC)
(full-time and part-time retail food employees): Two 24-month renewal agreements effective from July 1, 1990 to July 5, 1992, covering 1,300 employees, settled with mediation assistance.
Duration of negotiations - 2 1/2 months.

Wages: Full-time Employees

Effective	<u>July 1/90</u>	<u>June 30/91</u>
General Increases*	\$1	\$1
Cashier/Wrapper/ Bakery Sales (0-30 months)	\$7.72-\$15.48 (\$7.47-\$14.48)	\$7.97-\$16.48
Meat Cutter (0-30 months)	\$8.58-\$16.81 (\$8.33-\$15.81)	\$8.83-\$17.81

Part-time Employees

Effective	<u>July 1/90</u>	<u>June 30/91</u>	<u>Jan. 1/92</u>
Increases**	\$1	40¢	40¢
<u>Hourly Rates</u> (0-48 months)	\$5.50-\$12.80 (\$5.00-\$11.80)	\$5.75-\$13.20	\$6.00-\$13.60

* Increases are pro-rated from 25¢ on start rates to \$1 increase on maximum rates.

** Effective July 1, 1990, increase is pro-rated from 50¢ on the start rate to \$1 on the maximum rate. Effective June 30, 1991, grid adjusted 25¢ to 40¢. Effective January 1, 1992, 25¢ to 40¢.

Pay Equity Adjustment - Effective October 21, 1990, 42¢ to Deli Operator maximum rate.

Economic
Adjustments
(full-time):

Eight quarterly payments of \$125 each (unchanged).

The following provisions apply to both full-time and part-time employees, unless specifically stated otherwise.

Office Duty
Premium:

Effective October 21, 1990, 30¢ (25¢) per hour worked when required to perform office duties for more than 3 hours.

Health and
Welfare:

LTD (full-time) - Benefit is 65% (60%) of base salary to a maximum of \$1,700 (\$1,500) per month.

Major Medical (full-time) (new) - Employer pays 100% of premium costs. Coverage provided for private registered nurse, physiotherapy, chiropractic treatment on referral by licensed physician, special equipment rental, certain nursing home charges and other miscellaneous costs.

Vision (full-time) - Effective January 1, 1991, maximum claim is \$125 (\$100) per person every 2 years, with 50%-50% co-insurance (unchanged).

Vision (part-time) - Effective January 1, 1991, maximum claim is \$125 per eligible employee every 2 years, with 50%-50% co-insurance, for lenses and frames (new).

Pension Plan: Employer Contribution - Effective December 29, 1991, 47¢ (41¢) per hour worked to the union fund.

Travel Allowance: 25¢ per kilometre. (Previously, 22¢ for full-time employees, no provision for part-time employees.)

° Steinberg Franchised Supermarkets, previously Steinberg Inc., at Ottawa and surrounding area - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Eight* 36-month renewal agreements effective from March 21, 1990** to September 29, 1993, covering 848 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

* Previously, one agreement scheduled to expire September 30, 1990.

** Various effective and expiry dates beginning March 21, 1990, to September 29, 1993.

Wages:	Effective***	<u>Sept. 30/90</u>	<u>Sept. 2/91</u>	<u>Sept. 7/92</u>
	Increases		.6%-2.5%	3%
	Additional Adjustments	Restructuring of wage schedules resulting in reduction of rates		

Weekly Rates

Full-time

Employees

39 hours per week

Glatt's
Supermarket Inc.

Clerk "A"	\$325.00-\$445.00	\$330.00-\$455.00	\$339.90-\$468.65
0-30 months	(\$409.21-\$508.68)		
Butcher	\$337.00-\$495.00	\$340.00-\$540.50	\$350.20-\$519.64
0-36 months	(\$427.41-\$558.67)		
Assistant Meat Manager	\$425.00-\$510.00	\$431.70-\$519.50	\$444.65-\$535.09
0-12 (new) months	(\$574.97)		

*** Dates vary depending on collective agreement.

Christmas Bonus: 1% of wages earned from January 1 of the current year to the second Saturday of December. (Previously, full-time employees received 1 week's salary after 1 year of service, 3/4 of one week's salary after 9 months, 1/2 of one week's salary after 6 months, and 1/4 of one week's salary after 3 months. Part-time employees received 2% of wages earned between December 1 of the preceding year and December 1 of the current year.)

Hours of Work: 39 (37) hours per week.

Overtime Pay (part-time): Time and one half (double-time) for work performed on statutory holidays.

Acting Pay (part-time): Employee temporarily assigned to work of a higher classification for 8 (4) hours in a week receives the next immediately higher rate in the higher classification.

Paid Vacation (full-time): 3 weeks after 5 (4) years of service and 4 weeks after 9 (8) years.

Vacation Pay (part-time): 6% after 5 (4) years of service and 8% after 9 (8) years.

Health and Welfare: (full-time): Employer Contribution - 46¢ (42¢) per hour worked to the union benefit trust fund.

Pension Plan (full-time): Employer Contribution - 30¢ (41¢) per hour worked to the union pension fund.

Severance Pay (full-time): \$1,000 per year of service with Steinberg Inc. for employee affected by store franchise and who takes a job with the new employer franchisee (new).

Zehrmart Limited, Zehrs Markets Division, in southwestern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store employees): A 24-month renewal agreement effective from August 16, 1990 to August 15, 1992, covering 1,200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:

Full-time Employees

Effective	<u>Aug. 16/90</u>	<u>Aug. 18/91</u>
Increases*	\$1	\$1
Clerk A 0-24 months	\$8.13-\$15.22 (\$7.63-\$14.22)	\$8.63-\$16.22
Meat Cutter 0-30 months	\$8.92-\$16.81 (\$8.42-\$15.81)	\$9.42-\$17.81

Part-time Employees

Effective	<u>Aug. 16/90</u>	<u>Aug. 18/91</u>	<u>Feb. 16/92</u>
Increases	\$1	40¢ to top rate	40¢ to top rate
<u>Part-time Employees</u> 0-48 months	\$6.00-\$11.79 (\$5.00-\$10.79)	\$6.00-\$12.19	\$6.00-\$12.59

Note: Red-circled employees - receive a minimum of 50% of the increase appropriate to their classification until their wage rate coincides with the rate in the collective agreement.

* Increases are pro-rated from 50¢ on start rates to \$1 on maximum rates.

The following provisions apply to both full-time and part-time employees, unless specifically stated otherwise.

Christmas Bonus: (full-time) 1 week's pay after 1 year of service, 3/4 of 1 week's pay after 9 months, 1/2 of 1 week's pay after 6 months, and 1/4 of 1 week's pay after 3 months (unchanged). Provision extended to include employee on Workers' Compensation (new).

Sunday Premium (new): Double time.

Bereavement Leave (full-time): Up to 3 days' paid leave upon death of daughter/son-in-law and 1 day for grandparent-in-law (new).

Health and Welfare: Life Insurance and AD & D (full-time) - Effective January 1, 1991, benefit is \$20,000 for all employees. (Previously, \$15,000 for Department Manager and \$10,000 for all other employees.)

Weekly Indemnity (full-time) - Effective January 1, 1991, maximum benefit is \$425 (\$350) per week.

LTD (full-time) - Effective January 1, 1991, maximum benefit is \$1,650 (\$1,500) per month.

Vision (full-time) - Effective January 1, 1991, maximum claim is \$100 (\$80) per person every 2 years.

Vision (part-time) - Effective January 1, 1991, maximum claim is \$100 every 2 years for eligible employees (new).

Dental (part-time) - Employer contributes 18¢ per straight time hour worked to employee dental plan (new).

Pension Plan: Employer Contribution - Effective December 29, 1991, 47¢ (41¢) per hour worked to the union fund.

Medical Certificate Allowance: Up to \$10 for the cost of a doctor's certificate when requested by the employer (new).

Collective Negotiations Expenses: Employer pays union \$1,000 toward the cost of printing the collective agreement (new).

EDUCATION AND RELATED SERVICES

Dufferin County Board of Education at Orangeville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 327 employees, settled at the bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	Sept. 1/90	Sept. 1/91	Feb. 1/92
General Increases		6.43%	5.4%	*
Teacher-Category D 0-5 years		\$21,076-\$29,744 (\$19,802-\$27,946)	\$22,214-\$31,351	
Teacher-Category A1 0-11 years		\$27,380-\$48,383 (\$25,725-\$45,459)	\$28,859-\$50,996	
Teacher-Category A4 0-11 years		\$33,197-\$59,819 (\$31,190-\$55,203)	\$34,990-\$63,050	

Principal and \$68,832-\$74,946 \$72,550-\$78,994
Co-ordinator (\$64,671-\$70,416)
of Education
Services
0-4 years

* The A4 maximum rate in effect on February 1, 1992, shall be adjusted upwards on the last pay of June, 1992, if the rate is more than \$200 less than the provincial median existing among the 76 public Boards reported settled by the ERC on June 1, 1992. The adjustment shall be retroactive to February 1, 1992 and shall be folded into the grid. The actual adjustment shall be the difference between the median of A4 maximums of the settled boards and \$200. This adjustment shall be converted to a percentage and applied to all grid positions and the Principal grid and the Vice-principal allowance.

Responsibility Allowances Vice-Principal - \$5,213 (\$4,879). Effective September 1, 1991, \$5,495.

Health and Welfare: Life Insurance - Effective September 1, 1991, employer pays 80% (75%) of premium costs for the first \$25,000 coverage.

Major Medical - Effective September 1, employer pays 80% (75%) of premium costs.

Dental - Coverage is based on 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule. Effective September 1, 1991, employer pays 80% (75%) of premium costs. Effective January 1, 1992, the 1991 ODA fee schedule.

Education Allowance: Employer pays 100% of costs upon successful completion of courses assigned.

Education Fund: \$20,000 (\$18,000) allocated by the employer for courses and workshops. Effective September 1, 1991, \$22,000.

Professional Development Fund: \$14,000 (\$13,000) allocated by the employer for leaves of 3 days or more. Effective September 1, 1991, \$16,000.

Hastings-Prince Edward County Roman Catholic Separate School Board at Belleville - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 286 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Dec. 4/90</u>
	Average Increase	12.12%	

Pay Equity Adjustments:	*	*
Additional Adjustments		Minor restruc- turing of wage schedule
Teacher-Level 1 0-8 (0-6) years**	\$21,800-\$33,150 (\$18,112-\$29,183)	\$23,800-\$40,270
Teacher-Level 4 0-10 (0-11) years	\$25,800-\$47,000 (\$22,953-\$43,415)	\$25,800-\$47,000
Teacher-Level 7 0-13 (0-14) years	\$31,500-\$59,400 (\$29,313-\$54,753)	\$31,500-\$59,400

Sept. 1/91

General Increase 5.5%***

Pay Equity
Adjustment: Amounts
unavailable

Teacher-Level 1	\$25,109-\$42,485
Teacher-Level 4	\$27,219-\$49,585
Teacher-Level 7	\$33,233-\$62,667

Previous rates reflect a 5.4% conditional wage adjustment made during the previous agreement.

* \$200 to \$7,120 depending on classification.

** Effective December 1990, 0-10 years.

*** Increase to equal the percentage increase in the CPI from June 1991 and June 1990, triggered at 5.5% and capped at 8%.

Responsibility
Allowances:

Principal

- "A" School - 17% (16.5%) of Level 7 maximum
- "B" School - 14% (12.5%) of Level 7 maximum
- "C" School - 9% (7.5%) of Level 7 maximum

Allowances for all other positions increased in accordance with the general grid increases for both years.

Examination
Leave (new):

Leave with pay for writing a university examination and/or attending personal graduation exercises.

Health and
Welfare:

Vision - Maximum claim is \$200 every 2 years. (Previously \$65-\$95 depending on prescription.)

Service Gratuity Fund (new):	Employer pays 2% of the gross annual salary for each eligible teacher for the 1990/91 school year. Effective September 1, 1991, the lesser of 2% of gross annual salary for the 1991/92 school year, or such % gross salary to provide a total of \$500,000 in the fund as of August 31, 1992.
Q.E.C.O. Special Allowance Fund (new):	Effective September 1, 1991, the employer contributes \$90,000 to to the fund.
Paid Preparation Time:	Effective September 1, 1991, 200 (100) minutes per week for full-time elementary teachers. Pro-rated for part-time teachers.

Lambton County Board of Education at Sarnia - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990, to August 31, 1992, covering 440 employees, settled at the post fact finder bargaining stage during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	6%	.40%
	Teacher-Category 1 0-11 years	\$27,085-\$46,298 (\$25,552-\$43,677)	\$27,194-\$46,483
	Teacher-Category 4 0-11 years	\$32,883-\$58,964 (\$31,021-\$55,626)	\$33,015-\$59,200
	Vice-Principal 0-2 years	\$64,390-\$69,342 (\$60,745-\$65,416)	\$64,647-\$69,619
	Principal 0-2 years	\$73,588-\$78,897 (\$69,422-\$74,431)	\$73,883-\$79,213
	Effective	<u>June 1/91</u>	<u>Sept. 1/91</u>
	General Increases	.57%	6%
	Teacher-Category 1	\$27,349-\$46,748	\$28,990-\$49,553
	Teacher-Category 4	\$33,203-\$59,537	\$35,195-\$63,109
	Vice Principal	\$65,016-\$70,016	\$68,917-\$74,217
	Principal	\$74,304-\$79,664	\$78,762-\$84,444
	Effective	<u>June 1/92</u>	
	General Increase	.30%*	
	Teacher-Category 1	\$29,077-\$49,701	

Teacher-Category 4	\$35,301-\$63,298
Vice-Principal	\$69,124-\$74,440
Principal	\$78,998-\$84,697

Previous rates and allowances reflect a .75% increase resulting from a conditional wage adjustment made during the previous agreement.

* Increase to equal the percentage increase in the Ontario (Canada) CPI from April 1991 to April 1992 less 6.3%. Triggered at 6.3% and capped at 7.8%. Payable in June 1992 and folded into grid salaries and allowances at the end of the contract.

Extra Degree
and Respon-
sibility
Allowances:

Increased in accordance with general salary increases.
Allowance for Senior Teacher has been eliminated.

Related
Experience
Allowance:

An additional .5% to current grid level. (Previously, \$225 per year to a maximum of 10 years.

Bereavement
Leave:

Maximum 5 (3) days' paid leave upon death of spouse, child, brother, sister, parent, parent-in-law, son/daughter-in-law, grandparent, grandchild or foster child living at home.

Maternity
Leave:

Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Health and
Welfare:

Major Medical - Effective April 1, 1991, deluxe out-of-country coverage is provided. (Previously, basic coverage.)

Vision - Maximum claim is \$150 (\$125) every 2 years. Effective September 1, 1991, \$200.

Dental - Employer pays 70% (50%) of premium costs for orthodontic and major restorative services with a maximum claim of \$2,000 (\$1,500) per person per year for major restorative services and \$2,000 (\$1,500) lifetime for orthodontics. Effective September 1, 1991, employer pays 90% of premium costs with a maximum claim of \$2,500 per person per year for major restorative and \$2,500 lifetime for orthodontics. Coverage is based on 1990 (1988) ODA fee schedule.

Hearing - Effective September 1, 1991, maximum claim is \$500 every 3 years. (Previously, \$300 per lifetime.)

London City Board of Education - Ontario Public School Teachers' Federation (Ind.) (elementary school occasional teachers): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 482 employees, settled at the bargaining stage.
Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/90</u>
	Increases	5.1% for Casual Occasional Teacher and 6.7% for Continuing Occasional Teacher*

Daily Rates**

Casual Occasional Teacher	\$131.55 (\$125.16)
Continuing Occasional Teacher	
Category D 0-9 years	\$115.89-\$161.79 (\$108.55-\$152.20)
Category A1 0-10 years	\$133.52-\$224.62 (\$125.16-\$211.86)
Category A4 0-10 years	\$163.37-\$297.57 (\$153.14-\$280.84)

* Increase in maximum rates include a daily allowance for each year of experience.

** Daily rates include 4% vacation pay.

Note: Continuing Occasional Teacher is a teacher who is employed for a period beyond 10 days in the same assignment.

The following provisions apply to continuing occasional teacher unless specified otherwise.

Bereavement Leave:	Provision applies to teacher on an assignment of 40 (80) or more working days.
Jury Duty Leave (new):	Summoned employee receives the difference between regular daily wages and jury duty pay.
Non-Teaching Days:	Employee receives regular rate of pay when required to attend school on non-instructional days (new).

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increases	7%

Teacher-Category I 0-11 years	\$25,166-\$47,819 (\$23,520-\$44,691)
Teacher-Category IV 0-12 years	\$32,721-\$59,141 (\$30,580-\$55,272)
Vice Principal 0-3 years	\$64,440-\$70,467 (\$60,224-\$65,857)
Principal 0-3 years	\$72,811-\$78,432 (\$68,048-\$73,301)

Responsibility and Other Allowances: Increased in accordance with general salary increases.

Paid Maternity Leave (new): Wages equivalent to the UIC benefit for the 2-week waiting period.

Health and Welfare: Semi-Private Hospitalization and Major Medical - Employer pays 85% (80%) of the premium costs for employees working 60% or more of full-time and 42.5% (40%) for employees working less than 60% of full-time.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Employer pays 80% (70%) of the premium costs for employees working 60% or more of full-time and 40% (35%) for employees working less than 60% of full-time.

Toronto Board of Education - Local 595, Ontario Public Service Employees (NUPGE) (CLC) (elementary and secondary occasional teachers): Two 24-month renewal agreements effective from January 1, 1990 to December 31, 1991, covering 1,131 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/90	Jan. 1/91
	General Increases	6.6%	6.6%
	Daily Rates*		
	<u>Casual Occasional Teacher</u>		
	Without a Degree	\$98.27 (\$92.18)	\$104.76
	With a Degree	\$131.03 (\$122.93)	\$139.68

* Daily rates include 4% vacation pay and 3% statutory holiday pay.

Long Term Occasional Teacher - Employed for a period of 16 or more consecutive teaching days as a replacement for a teacher employed under a permanent or probationary contract and receives a daily rate in accordance with current salary grid for full-time teachers (unchanged).

Experience Bonus: Casual occasional teacher without a degree receives a daily bonus of \$5 (\$3.75) after 50 full-time equivalent days worked subsequent to May 1, 1989 and a daily bonus of \$10 (\$7.50) after 100 days. Casual occasional teachers with or without a degree receive \$15 after 140 days and \$20 after 200 days (new).

Sick Leave: (Long Term Occasional Teacher): Credits earned following an absence due to illness applied retroactively to the period of illness (new).

Professional Development Leave: 1 day's paid leave in the current school year for a casual occasional teacher with 80 days' service in the prior school year (new).

Health and Welfare (new): Occasional teacher with 90 days' service in the current school year is eligible for the following benefits in the next school year:

Semi-Private Hospitalization - Employer pays 50% of premium costs.

Major Medical - Employer pays 50% of premium costs for coverage with annual deductibles of \$25 for single coverage and \$50 for family coverage. Plan includes out-of-country coverage.

Vision - Employer pays 50% of premium costs. Maximum claim is \$160 per person every 2 years for eyeglasses and for contact lenses prescribed for cosmetic reasons. \$200 for contact lenses prescribed for medical reasons.

Hearing - Employer pays 50% of premium costs. Maximum lifetime claim is \$400 per person.

Dental - Employer pays 50% of premium costs. Coverage is based on the 1989 ODA fee schedule. Maximum annual claim is \$5,000 per person for basic coverage. 80%-20% co-insurance for major restorative services with a maximum annual claim combined with the basic plan of \$10,000 per person. 50%-50% co-insurance for orthodontic services with a maximum annual claim of \$1,000 per person and a maximum lifetime claim of \$2,000 per person.

Victoria County Board of Education at Lindsay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Mar 31/91</u>
	General Increases	5.5%	1% non-compounded
	Additional Adjustments	2% for Principal	
	Teacher-Category D 0-6 years	\$20,338-\$29,909 (\$19,278-\$28,349)	\$20,531-\$30,192
	Teacher-Category A1 0-11 years	\$27,516-\$47,255 (\$26,081-\$44,793)	\$27,777-\$47,703
	Teacher-Category A4 0-12 years	\$32,899-\$59,817 (\$31,184-\$56,699)	\$33,211-\$60,384
	Co-ordinator 0-4 years	\$72,329 (\$66,709)	\$73,002

Principal

"A" School (300+ students)	\$72,329 (\$67,283)	\$73,002
"B" School (up to 299 students)	\$69,310 (\$64,474)	\$69,955

Previous rates reflect a 5.9% increase effective September 1, 1989.

Responsibility Allowances: Principal's Designate and Consultant - Increased in accordance with the general salary increases.

Effective Sept. 1/90

Vice-Principal

Group "A" (500+ students)	\$4,900 (\$4,524)
Group "B" (200-499 students)	\$4,400 (\$4,097)

Paid Preparation Time: Effective September 1, 1991, 130 (110) minutes per week for full-time teachers and equivalent pro-rated for part-time teachers.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC)
(trades, services and maintenance employees): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 360 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	General Increases	6%	5.5%
	Building Custodian I	\$11.73 (\$11.07)	\$12.38
	Electrician	\$17.03 (\$16.07)	\$17.97
Shift Premium:	35¢ (30¢) for all hours worked between noon and 6 p.m.. 60¢ (55¢) for all hours worked between 6 p.m. and 6 a.m..		
Weekend Premium:	40¢ (25¢) for shifts in which more than 50% of time worked falls on a Saturday, and 60¢ (55¢) on a Sunday.		
Safety Shoe Allowance:	\$40 (\$35) semi-annually.		
Safety Glasses Allowance:	\$38 (\$35) semi-annually.		

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC)
(plant operations and food service employees): A 12-month renewal agreement effective from July 1, 1990 to June 30, 1991, covering 386 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/90</u>	<u>Jan.1/91</u>
	General Increase	5.5%	
	Pay Equity Adjustments	54¢-\$1.12 for Custodian II, Salesperson & Food Services Assistant	54¢-\$1.12 for Custodian II, Salesperson & Food Services Assistant
	Additional Adjustments	20¢ for certain classifications	
	Food Services Assistant	\$10.77 (\$9.67)	\$11.31
	Electrician	\$16.64 (\$15.57)	

Previous rates reflect a 1¢ per hour conditional wage adjustment during the previous agreement.

Shift Premium: 0-50¢-50¢ (0-45¢-45¢).

Paid Vacation: 15 (11) days after 1 year of service, 16 (15) after 4, 17 (15) after 5, 18 (16) after 6, 19 (17) after 7, 20 (18) after 8, 21 (20) after 10, 22 (21) after 12, 23 (22) after 14, 24 (23) after 16, 27 after 22 (new), 28 after 25 (new), 29 after 27 (new), and 30 after 30 (new).

HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London - Local 468, Office and Professional Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 497 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>
	Increases	.5%-14.5%	35¢ per hour
	Pay Equity Adjustments	.2%-4% for most classifications	
	Additional Adjustments	Minor restructuring of wage schedule	
	Level 3 (includes Cashier)	\$10.15-\$12.69 (\$9.997-\$10.781)	\$10.50-\$13.04
	Level 12 (includes Medical Secretary)	\$13.60-\$17.00 (\$11.572-\$12.865)	\$13.95-\$17.35

Note: Medical Secretary is classified across Job Levels 7 to 12 at different rates of pay.

Shift Premium: Effective April 1, 1991, 53¢ per hour for all hours worked on a regular scheduled shift between 2:00 p.m. and 7:00 a.m. (Previously, \$3.37 per shift.) 53¢ (45¢) per hour between 3:00 p.m. and 7:00 a.m. for employees on extended tours.

Standby Pay: Effective November 2, 1990, \$2.10 (\$1.75) per hour.

Paid Vacation: Effective April 1, 1991, 4 weeks after 5 (8) years of service.

Health and Welfare: Hearing - Effective November 1, 1990, maximum lifetime claim is \$400 (\$300).

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective November 1, 1990, employer pays 75% (50%) of premium costs.

Safety Shoe Allowance (new):	\$60 per year for designated employees.
Transportation Allowance:	Effective November 2, 1990, \$7.50 (\$5) per round trip for use of personal vehicle or receipted taxi fare for employee on call-back.
Upgrade Increment:	Minimum 25¢ (15¢) per hour increase for employee promoted or temporarily assigned to a higher classification.

LOCAL ADMINISTRATION

York Regional Municipality at Newmarket - Local 1953, Canadian Union of Public employees (CLC) (inside and outside employees): A 12-month renewal agreement effective from January 1, 1990 to December 31, 1990, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/90</u>
	General Increase	6%
	Additional Adjustments	Addition and deletion of certain classifications
	Accounting Clerk I	\$11.82-\$13.29 (\$11.15-\$12.53)
	Labourer/Driver	\$13.90 (\$13.11)
	Planner III	\$26.17-\$30.26 (\$24.69-\$28.55)
	Maximum rate for Accounting Clerk I is reached after 30 months, and for Planner III after 42 months.	
Shift Premium:	0-70¢-70¢ (0-60¢-60¢).	
Height Premium:	\$1.33 (\$1.25) for each full or partial hour worked on a water tower or standpipe at a height exceeding 40 feet.	
Standby Pay:	2 (1) hours' straight time pay per weekday. 3 (2) hours' pay for Saturdays, Sundays and paid holidays.	
Bereavement Leave:	3 days' paid leave upon death of common law spouse, child of common law spouse, son/daughter-in-law and grandparent of spouse. (Previously, 1 day to attend funeral.)	
Paid Paternity Leave:	1 day's paid leave upon birth of child by common law spouse (new).	

Sick Leave: Entitlement is extended to employee with 4 (6) consecutive calendar months of service and a cumulative sick leave credit of 6 (9) days.

Health and Welfare: Vision - Maximum claim is \$300 (\$200) every 2 years.

Continuation of Benefits during LTD - Employer pays 100% of premium costs for dental coverage during first year of LTD (new).

Continuation of Benefits during Adoption Leave (new) - Benefit coverage continues for female employee during the first 17 weeks of adoption leave.

Meal Allowance: Effective October 2, 1990, \$7 (\$6.50) for employee required to work 2 hours overtime immediately before or after normal shift.

Footwear/Safety Shoe Allowance: \$60 (\$40) per year for full-time nurses and designated office/kitchen/housekeeping staff. \$75 (\$65) per year for other designated employees.

Uniform Subsidy: Employer sells 1 pair of winter coveralls every 3 years at 2/3 below cost price to Engineering Department outside employees in Road Maintenance (new).

Mileage Allowance: 31¢ (29.6¢) per kilometre.

Addenda

May 1990 Settlement

CONSTRUCTION

Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation, Foundation, Piling and Caisson Boring, Excavating, Building and Construction Work and Survey Work, province-wide - Local 793, International Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1990 to April 30, 1992, covering 2,500 employees, settled with mediation assistance and ratified in May 1990. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/90</u>	<u>May 1/91</u>
	Increases		
	Toronto	\$2.25	\$1.75
	All other areas	\$1.50	\$1.50

Additional Adjustments	50¢ for 200 ton crane and over and 25¢ for 100-199 ton crane	50¢ for 200 ton crane and over and 25¢ for 100-199 ton crane
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D. Excavating

Bulldozer (including 815 type) Toronto, OLRB Area 8	\$26.69 (\$24.44)	\$28.44
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J. Building and Construction Work

Crane Operator, (Hammer Head) Toronto, OLRB Area 8	\$29.49 (\$27.24)	\$31.24
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A. Crane and Equipment Rental

Crane Operator, 200 tons and over Toronto, OLRB Area 8	\$31.29 (\$28.54)	\$33.54
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Package rates shown includes wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Shift Premium: 0-\$2.50-\$3.00 (0-\$2.00-\$2.50).

Where the second shift encompasses parts of the afternoon shift and night shift, employees shall receive a shift premium of \$2.75 (new).

Change of
Schedule
Premium: Maximum 8 hours' pay as a result of a shift change (new).

Welfare Fund: Effective May 1, 1990, employer contributes 80¢ (75¢) per hour earned. Effective May 1, 1991, 85¢.

Pension Fund: Employer contributes \$2.35 (\$2.00) per hour earned. Effective May 1, 1991, \$2.70.

Travel
Allowance: Increased by approximately 5%. Effective May 1, 1991, an additional 5% increase.

Board
Allowance: Increased by \$5.00 per day except schedule " 0". Effective May 1, 1991, an additional \$5 increase.

July 1990 Settlement

HEALTH AND WELFARE SERVICES

St. Joseph's Religious Hospitaliers of Hotel Dieu at Kingston - Local 443, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office, clerical and technical employees): A 24-month first agreement effective from May 24, 1988 to May 23, 1990, covering 250 employees, settled by arbitration in July 1990. Duration of negotiations - 17 months.

Wages:	Effective	<u>May 24/88</u>	<u>May 24/89</u>	<u>Aug. 24/89</u>
	General Increases	0.5%	3.25%	2.25%
	Clerk (Mail Room)	\$9.29-\$10.82 (\$9.15-\$10.77)	\$9.50-\$11.17	\$9.71-\$11.42
	Communications Co-ordinator	\$14.70 (new)	\$15.18	\$15.52
Hours of Work:	Maximum rate for Clerk (Mailroom) is reached after 3 years. 7 or 7 1/2 hours per day and 70 or 75 hours of work per 2 week period.			
Overtime Pay:	Time and one-half after 7 or 7 1/2 hour shift and/or 70 or 75 hours in a two week period and on third and subsequent consecutive weekends.			
Shift Premium:	45¢ per hour between 3 p.m. and 7 a.m..			
Reporting Pay:	Minimum 4 hours' pay at straight time.			
Call-back Pay:	Minimum 4 hours' pay or time and one half for hours worked.			
Stand-by Pay:	\$2.05 per hour.			
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and Heritage Day are recognized for a total of 11 days. Effective May 23, 1990, one additional day is added for a total of 12 days.			
Holiday Pay:	Time and one-half.			
Paid Vacation:	<u>Full-time</u> - 6% of salary for less than 1 year, paid out at 4% if terminated prior to one year, 3 weeks after 1 year of service, 4 after 8 and 5 after 17. <u>Part-time</u> - Entitlement is the same as full-time with 1,950 or 1820 hours representing 1 year of service depending on hours of work.			

Bereavement Leave:	Up to 3 days' paid leave upon death of parent, step-parent, grandparents, grandchildren, spouse, sister, brother, child, father/mother-in-law, son/daughter-in-law, brother/sister-in-law.
Jury Duty:	Employee receives the difference between regular daily wages and fees received.
Paid Maternity Leave:	<u>SUB Plan</u> - Maximum of 15 weeks at the difference between 75% of earnings and the UIC benefit, paid after the 2-week waiting period.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% of the premium costs, benefit is \$3,000 or 2 times annual salary. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. <u>Major Medical</u> - Employer pays 80% of the premium costs for the extended health care plan with a \$10/\$20 deductible. <u>Vision</u> - Employer pays 80% of the premium costs. Maximum claim is \$100 per person every 2 years. <u>Dental</u> - Employer pays 50% of the premium costs for Blue Cross #9 or equivalent. Coverage is based on current year's ODA fee schedule. Employer pays 75% of the premium costs to the Hospitals of Ontario Disability Income Plan (HOODIP). Employer will pay the appropriate rate for the first 2 days of the 4th and subsequent illness. <u>Payment in Lieu of Benefits (Part-time)</u> - 10% of straight time pay.
Education Allowance:	Employer pays tuition and reasonable expenses for approved courses.
Meal Allowance:	\$3 after 3 hours of overtime.
Tool Allowance:	Effective May 2, 1989, \$40 per year for employee required to provide own tools or equipment.
Union Negotiation Leave:	A maximum of 4 employees receive regular pay for negotiating meetings up to conciliation.
Grievance Committee Leave:	Employee receives regular pay for all meetings up to arbitration.
Pension Plan:	Mandatory enrollment for full-time employee in the Hospitals of Ontario Pension Plan (HOOPP).

September 1990 Settlements

EDUCATION AND RELATED SERVICES

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Local 3396.
Canadian Union of Public Employees (CLC)* (clerical, technical
and office employees, educational assistants and professional
support staff): A 24-month renewal agreement** effective from
 January 1, 1990 to December 31, 1991, covering 280 employees,
 settled at the post mediation bargaining stage and ratified in
 September 1990. Duration of negotiations - 8 months.

* Previously, Professional Staff Association (Ind.).

** Previously, two collective agreements.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Apr. 1/90</u>	<u>June 1/90</u>
Increases	6% for Technical Staff; 4.5% for other employees	1.5% for Clerical Staff, Educational Assistant, Speech Pathologist & Social Worker		
Pay Equity Adjustments	1.5% for some classifications	1.5% for employees noted above	2% for Clerical Staff, Educational Assistant, Speech Pathologist & Social Worker	

Weekly rates

35 hours per week

Category 2 (including Clerk-Typist 1) 0-4 years	\$337-\$382 (\$318-\$360)	\$347-\$393	\$354-\$401
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Annual Rates

Speech Pathologist Level III 0-10 years	\$34,041-\$46,414 (\$32,114-\$43,787)	\$35,062-\$47,806	\$35,763-\$48,762
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Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Apr. 1/91</u>
Increases	1%-1.8% to top rate for Technical Staff; 1.7% to top rate for Athletic Convenor	4.5%-9.6%	1.5% for Clerical Staff, Educational Assistant & Social Worker

Pay Equity Adjustments	2.4% for Clerical Staff, Educa- tional Assis- tant, Speech Pathologist & Social Worker	4.5% for Clerical Staff, Educa- tional Assis- tant & Social Worker	1.5% for employees noted above
Clerk Typist 1	\$363-\$409	\$395-\$446	\$407-\$459

Speech Pathologist Level III Effective Jan.1/91, 0-9 years

\$35,763-\$48,762	\$39,090-\$51,688	\$39,090-\$51,688
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Effective September 1, 1991, top rates increased by 1.5% for Athletic Convenor and 10¢ per hour for Offset Printer.

Paid Holidays: Effective the 1990 calendar year, the last half working day before Christmas and before New Year's is added for a total of 11 (10) days.

Paid Vacation: Twelve-Month Employees - 1 day per completed month of service to a maximum of 2 weeks for less than 1 year's service (new for Educational Assistants and Professional Support Staff). Effective January 1, 1991, 4 weeks after 8 (9) years of service, 5 after 16 (18), and 6 after 23 (24).

Vacation Pay: Ten-Month Employees - Effective January 1, 1991, 8% after 8 (9) years of service, 10% after 16 (18), and 12% after 23 (24).

Health and Welfare: Life Insurance - Effective September 1, 1990, maximum benefit is \$40,000 (\$30,000). Effective September 1, 1991, \$50,000.

Vision - Effective January 1, 1991, maximum claim is \$160 (\$80) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Health and Welfare: Continuation of Benefits - Effective September 1, 1990, employer pays its portion of premium costs for 17 weeks of maternity leave. (Previously, employer paid 93% of premium costs for OHIP and life insurance.)

Mileage Allowance: Effective September 1, 1990, 27¢ (25¢) per kilometre.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation (Ind.)*:
A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,075 employees, settled with mediation assistance and ratified in September 1990. Duration of negotiations - 19 months.

* Previously bargained with Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.).

Wages:	Effective	Sept. 1/89	Sept. 1/90
General Increases		6.27%	6.26%
Teacher-Category A1 0-10 years		\$27,446-\$45,054 (\$25,827-\$42,396)	\$29,164-\$47,874
Teacher-Category A4 0-10 years		\$32,150-\$55,900 (\$30,253-\$52,600)	\$34,163-\$59,400
Vice Principal 0-3 years		\$59,959-\$65,501 (\$56,421-\$61,636)	\$63,712-\$69,601
Principal 0-3 years		\$67,675-\$74,487 (\$63,682-\$70,092)	\$71,911-\$79,150

Adult High School Teachers - Effective September 1, 1991, paid in accordance with the regular day school teachers grid, pro-rated for less than a full school year. (Previously, paid on a per credit basis.) Teachers employed for 156 days are paid 80.4% of the grid rates.

Evening School Teachers - Increased in accordance with the general salary increases.

Summer School Teachers - Increased in accordance with the general salary increases. Effective September 1, 1990, grid to equal evening school grid, pro-rated for number of instruction per credit over 113 hours and under 90.

Lump Sum Payment (Summer School): \$150 per credit course for teacher and \$200 for Administrator, Assistant Administrator and Co-ordinator in lieu of retroactivity, for courses taught in the Summer of 1989.

Responsibility Allowances: Summer School - Reach Ahead, Make-up and Evening Summer School Credit Course Programmes.

	Effective	Sept. 1/89	Sept. 1/90
Assistant Administrator		\$3,890 (new)	\$4,134
Administrator		\$4,546 (new)	\$4,830

Co-operative Education Co-ordinator	\$5,264 (new)	\$5,594
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Program Co-ordinator (new)	\$3,235	\$3,438
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Adult High School

Subject Supervisor	\$500 per semester (new)	\$600
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Increased in accordance with general salary increases for regular day school.

Home Visiting Service (new): Effective September 1, 1988, \$33 per instructional hour. Effective September 1, 1989 and 1990, \$35 and \$37 respectively. Rates include vacation and holiday pay.

Paid Maternity Leave (new): Effective September 1, 1990, benefit is 95% of regular weekly earnings for the 2-week waiting period.

Sick Leave: Summer School (new) - 1 hour for every 10 hours of credit courses taught. Effective September 1, 1990, 100% of the unused accumulation to be transferred annually to sick leave credit to a maximum of 90 hours.

Health and Welfare: Effective December 1, 1990, employer pays 90% (80%) of premium costs unless stated otherwise.

Dental - Effective December 1, 1990, coverage is based on the 1990 (1987) ODA fee schedule. Maximum annual claim is \$1,000 per insured person (new).

Vision (new) - Effective December 1, 1990, a maximum claim is \$150 per person every 2 years.

Adult High School - Effective September 1, 1990, employer pays 23.5% (22%) of premiums costs per credit course taught for major medical, semi-private hospitalization and dental plan. Effective September 1, 1991, employer contributions equivalent to that of regular day school.

Continuation of Benefits - Effective September 1, 1990, employer continues to pay its share of premium costs for up to 17 weeks for employee on maternity leave.

Professional Activities Travel Allowance (new): Effective September 1, 1990, \$600 per year for Adult High School teacher.

Programme Development Allowance: Summer School (new) - \$100 per credit for selected courses.

Education \$167,500 (unchanged). Effective September 1, 1991, \$178,002.
 Leave Fund:

Ottawa Board of Education - Ontario Public School Teachers' Federation (Ind.)
(elementary occasional teachers): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 450 employees, settled at the conciliation officer stage and in September 1990. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	6%	6%

Casual Occasional Teacher

Daily Rates*

Without Degree	\$97.30	\$103.14
1-10 days	(\$91.79)	
11-20 days	\$106.00	\$112.36
	(\$100.00)	
With Degree	\$111.83	\$118.54
1-10 days	(\$105.50)	
11-20 days	\$122.96	\$130.34
	(\$116.00)	

Extended/Contracted Occasional Teacher : Daily rate in accordance with the Ottawa Elementary Branch Affiliates' Teachers' grid

* Rates for casual occasional teacher are pro-rated for assignments with a minimum payment of 1/2 day (new).

Extended Occasional Teacher - Employed for 20 consecutive instructional days.

Contracted Occasional Teacher - Employed for more than 60 instructional days.

Probationary Period: 30 days worked within 1 school year. (Previously, 60 days worked within 2 consecutive school years for teacher hired after June 1, 1988.) Effective September 1, 1990, 15 (30) days worked within 1 school year for teacher rehired within 2 school years having completed a probationary period.

Health and
Welfare:

Dental - Effective December 1, 1990, coverage is based on the 1989 (1987) ODA fee schedule. Plan applies to contracted occasional teacher employed for a period of 3 or more school months.

Pay in Lieu of Benefits - \$5 per day worked, pro-rated for less than a full day for casual and extended occasional teacher (new).

Negotiation
Committee (new):

Up to 1/2 the daily rate for up to 2 employee representatives on the union negotiating committee.

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
NOVEMBER 1990

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in November, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FOOD AND BEVERAGE

Leaf Confections Limited at Scarborough - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 22, 1990 to November 21, 1993, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 22/90</u>	<u>Nov. 22/91</u>	<u>Nov. 22/92</u>
	General	6% with a	5.5% with a	5.5%
	Increases	minimum 60¢	minimum 60¢	
	Group 5 (4)	\$10.09-\$10.30	\$10.69-\$10.90	\$11.28-\$11.50
	(Utility)	(\$9.49-\$9.70)		
	Maintenance	\$16.97-\$18.69	\$17.90-\$19.72	\$18.88-\$20.80
	(Machinist)	(\$16.01-\$16.13)		

Maximum rates are reached after 12 months.

Shift Premium: Effective November 11, 1990, 0-36¢-43¢ (0-32¢-39¢).

Lead Hand Premium: 75¢ per hour in addition to hourly rate for lead hand working without supervision on second and third shift in Shipping and Receiving Departments and 35¢ for Maintenance Department. \$13.02 per hour for all other lead hands. Effective November 22, 1991 and 1992, \$13.74 and \$14.40 respectively. (Previously, 35¢ per hour for all lead hands.)

Paid Vacation: 5 weeks after 19 (20) years of service.

Bereavement Leave: 4 (3) days' paid leave upon death of parent.

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$12,000).

Major Medical and Drugs (new) - Effective December 1, 1990, employer pays 100% of premium costs. Coverage includes drug plan with 100% reimbursement after payment of \$1 deductible per prescription.

Vision (new) - Effective December 1, 1990, employer pays 100% of premium costs. Maximum claim is \$80 every 2 years for prescription eyeglasses. Effective June 1, 1992, \$100.

Dental - Effective January 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992 and 1993, the 1991 and 1992 ODA fee schedules respectively.

Pension Plan: Employer Contribution - 8¢ (2¢) per hour worked for each employee. Effective November 22, 1991 and 1992, 10¢ and 12¢ respectively.

LEATHER

Star Valenti Inc. at Toronto - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 12-month extended agreement effective from October 5, 1990 to October 4, 1991, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 5/90</u>
		No increase in rates that were in effect at the expiry of the previous agreement

Base rates

Labour-A4	\$7.96 (\$7.96)
Labour-A1	\$8.38 (\$8.38)

Susan Shoe Industries Limited at Hamilton - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (office and production employees): Two 24-month renewal agreements effective November 7, 1990 to November 6, 1992 for office employees and November 8, 1990 to November 7, 1992 for plant employees, covering 543 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 8/90</u>	<u>Nov. 8/91</u>
	General Increases	4%	4%
	Stockroom III	\$7.54 (\$7.25)	\$7.84
	Truck Driver	\$9.39 (\$9.03)	\$9.77

Jury Duty Leave (new):	Seniority employee receives the difference between regular daily wages and fees received.
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Health and Welfare:	<u>Dental</u> - Effective December 1, 1990, coverage is based on the 1988 (1987) ODA fee schedule. Effective December 1, 1991, the 1989 ODA fee schedule.
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PAPER AND ALLIED

E.B. Eddy Forest Products Ltd. at Hull, Quebec and Ottawa, Ontario - Locals 33, 34, and 73, Canadian Paperworkers (CLC) and Local 412, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 325 Ontario employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	May 1/90	May 1/91	May 1/92
General Increases		85¢	5.5%	5.5%
Skilled Trades Adjustments	25¢ per hour for Trades B; 50¢ per hour for Trades A			
Labourer		\$15.30 (\$14.45)	\$16.14	\$17.02
Trades Class A		\$19.47 (\$18.12)	\$20.54	\$21.67

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).
12-Hour Shift - 67¢ (63¢) per hour.

Skilled Trades Premium (new): 50¢ per hour for Tradesman A.

Holiday Pay: 4 times the regular rate for all hours worked on New Year's Day. (Previously, not a scheduled working day).

Vacation Pay: Effective November 23, 1990, 2.4% (2%) of gross earnings.

Health and Welfare: Weekly Indemnity - Effective December 1, 1990, benefit is \$425 (\$384). Effective May 1, 1991 and 1992, \$450 and \$500 respectively.

LTD - Benefit for employee disabled after November 23, 1990, increased in accordance with the general salary increases to a maximum of \$1,800 per month. (Previously, maximum \$1,800 per month for employee on Weekly Indemnity after May 1, 1987.)

Dental - Effective December 1, 1990, coverage is based on 1989 (1988) ODA fee schedule. Effective May 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Meal Allowance: Effective May 1, 1991, \$6 (\$3) after 2 hours of unscheduled overtime.

Safety Shoe Allowance: Effective November 23, 1990, maximum \$55 (\$45) per calendar year.

PRIMARY METAL

Algoma Steel Corporation Limited, Steelworks and Tube Division at Sault Ste. Marie and Algoma Ore Division at Wawa - Locals 2251, 3933, 4509, 5048 and 5595, United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine, production and maintenance mill employees): Five 32-month renewal agreements effective from November 21, 1990* to July 31, 1993, covering 7,235 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

* Previous agreements expired July 31, 1990.

Wages:	Effective	<u>Nov. 21/90</u>	<u>Feb. 1/92</u>	<u>Feb. 1/93</u>
General Increases		30¢	10¢	45¢
COLA Fold-in		37¢		
COLA Advance		50¢	50¢	50¢

Steelworks

Job Class 2 (Labourer)	\$15.592 (\$14.422)	\$16.192	\$17.142
Job Class 16 (Electrician)	\$18.280 (\$17.110)	\$18.880	\$19.830
Job Class 20 (Mill Roller)	\$20.392 (\$19.222)	\$20.992	\$21.942

COLA: 1¢ per 0.125 point increase in the CPI - 1981=100. Adjusted quarterly. COLA advances to be recovered by reduction of 12.5¢ per quarter in each contract year. (Previously, 1¢ per 0.3 point change in the CPI - 1971=100.)

Bereavement Leave: Up to 3 days' paid leave upon death of son/daughter-in-law (new)

Health and Welfare: The following changes are effective January 1, 1992, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$20,000 (\$15,000).

Major Medical - Maximum lifetime benefit is \$20,000 (\$10,000) per person covered.

Vision - Maximum claim is \$125 (\$100) every 2 years.

Hearing - Maximum claim is \$425 (\$400) every 2 years.

Dental - Coverage is based on the 1990 (1988) ODA fee schedule.

Pension Plan: Basic Benefit - Effective August 1, 1992, \$32 (\$28) per month per year of service for employee retiring after August 1, 1990.

Special Payment - Additional \$50 per month (unchanged) for employee retiring between August 1, 1990 and July 1, 1992.

Supplemental Early Retirement Benefit (new) - \$2 per month per year of service for employee under age 53 with 30 years of service retiring on or after August 1, 1990. Payable 24 months after retirement until age 55.

Pensioners' Bonus Fund (new) - 1% of employer's earnings with a minimum of \$1 million and a maximum of \$2 million to be distributed to current pensioners. Fund decreases in direct proportion to the decrease in the number of pensioners retired prior to August 1, 1990.

Indexing - Future Retirees (new) - Effective August 1, in each year of the agreement, basic benefit is 80% of the increase in the CPI - 1981=100 for the preceding year to a maximum of 3%. Payable after 24 months of retirement for employee aged 55 retiring after August 1, 1990.

Severance Pay (new): 2 weeks' pay per year of service to a maximum 52 weeks for employee with 5 years of service.

Profit/Loss Sharing Plan (new): Employees share 2.5% of loss reduction or 5% of profit based on straight time hours per year.

Stelco Inc., Lake Erie Works - Local 8782, United Steelworkers (AFL-CIO/CLC) (hourly and production employees): A 36-month renewal agreement effective from August 1, 1990 to July 31, 1993, covering 1,040 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/90</u>	<u>Aug. 1/91</u>	<u>Aug. 1/92</u>
COLA Fold-in		57¢		
Increases		85¢		
Additional Adjustments		Certain classification adjustments		
Job Class 2* (includes Labourer)		\$16.20 (\$14.78)	\$16.20	\$16.20
Job Class 18* (includes Machinist)		\$19.35 (\$17.93)	\$19.35	\$19.35

Job Class 28*	\$21.32	\$21.32	\$21.32
(includes Senior (\$19.90)			
Rolling Mill Operator)			

* Effective July 1, 1990, the SPP fund is increased 10¢ per hour worked. Effective July 1, 1991, the LEW fund is increased 15¢ per hour worked. Effective July 1, 1992, an additional 10¢.

Other settlement terms are similar to those reported for United Steelworkers, Local 1005, Stelco Inc., Stelco Steel Div., Hilton Works, in this report.

Stelco Inc., Stelco Steel Div., Hilton Works - Local 1005, United Steelworkers (AFL-CIO/CLC) (hourly and production employees): A 36-month renewal agreement effective from August 1, 1990 to July 31, 1993, covering 7,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/90</u>	<u>Aug. 1/91</u>	<u>Aug. 1/92</u>
COLA Fold-in		57¢		
Increases		60¢	15¢	10¢
Additional Adjustments		Certain classification adjustments		
Job Class 2 (includes Labourer)		\$16.34 (\$15.17)	\$16.49	\$16.59
Job Class 18 (includes Machinist)		\$19.49 (\$18.32)	\$19.64	\$19.74
Job Class 28 (includes Senior Rolling Mill Operator)		\$21.46 (\$20.29)	\$21.61	\$21.71

COLA: 1¢ per 0.3 point rise in the CPI - 1971=100, using April 1990 as the base index. Adjusted quarterly. Folded into wages annually*. (Basic formula is unchanged.)

* Actual fold-in can happen more frequently, based on a formula linked to the ISP payouts.

Income Sharing Plan (new): ISP is based on the net return as a percent of Value Added for the years 1987-1990 as the "target for value" using quarterly targets as the trigger. When that value is reached, 26% of the additional return is available to be paid out as income sharing to bargaining unit members.

Shift Premiums: 0-40¢-45¢ (0-30¢-35¢).

Reporting Pay: Employee is paid for a full shift (4 hours) when reporting for work and finds no work.

Saturday Premium: 50¢ per hour. Effective August 1, 1991, \$1.

Bereavement Leave: Up to 4 (3) days paid leave to attend and arrange funeral, 1 day where employee does not attend funeral.

Paid Vacation: Pre-Retirement Vacation - Employee with 22 years of service can bank a maximum 8 weeks vacation and employee with 30 years of service receives a special 15 weeks paid vacation credited towards pensionable service. (Previously, employee must be age 61 with 25 years of service.)

Health and Welfare: LTD - Maximum benefit is \$750 (\$500) per month.
Weekly Indemnity - Maximum benefit is 70% (66.7%) of Job Class I.
Extended Health Care - Maximum lifetime benefit is \$70,000 (\$50,000), nursing benefit is restricted to \$50,000 within the maximum allowance which is non renewable.
Drug Plan - 50¢ deductible per prescription. (Previously, \$25 per Year.)
Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Effective August 1, 1991 and 1992, the 1989 and 1990 ODA fee schedules respectively.
Continuation of Benefits - Group insurance benefits continue for 24 (12) months of disability.

Pension Plan: Basic Benefit - \$32 (\$28) per month per year of service.
Pension Indexing - Funded from pension surplus earnings and pays a minimum of 3% to a maximum of 80% of the CPI, capped at 5%. Employee on disability benefit is included.
Additional Pension Credits (new) - Employees who work in the Iron Making Department receive 1/5 of a year additional service credit for each of service.

Meal Allowance: \$6 (\$4) for overtime meal.

Supplemental Unemployment Benefit: Employer Contribution - 10¢ (6¢) per straight time hour worked to a maximum \$2 million.

Benefit - \$150 per week until the fund is exhausted, then \$100 per week to a deficit of \$2 million.

Severance Pay (new): 2 weeks for each year of service to a maximum 52 weeks.

Stelco Inc., Stelwire Division, Parkdale Works - Local 5328, United Steelworkers (AFL-CIO/CLC) (hourly rated-employees): A 36-month renewal agreement effective from August 1, 1990 to July 31, 1993, covering 475 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/90</u>	<u>Aug. 1/91</u>	<u>Aug. 1/92</u>
	COLA Fold-in	57¢		
	Increases	20¢	15¢	20¢
	Job Class 2	\$15.90 (\$15.13)	\$16.05	\$16.25
	Job Class 22	\$19.84 (\$19.07)	\$19.99	\$20.19

Other settlement terms are similar to those reported for United Steelworkers, Local 1005, Stelco Inc., Stelco Steel Div., Hilton Works, in this report.

Neelon Casting Ltd., Iron Foundry Operation at Sudbury - Local 6363, United Steelworkers of America (AFL-CIO/CLC) (production, maintenance and technical employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	75¢	42¢
	Additional Adjustments	10¢ for Group 2 Technical Unit	
	<u>Production and Maintenance Employees</u>		
	Group 14 (includes Labourer)	\$10.42 (\$9.67)	\$10.84

Group 1	\$17.25	\$17.67
Maintenance I	(\$16.50)	

Start Rate - 85% of job rate, progressing to job rate after 60 (240) days worked.

Lump Sum Settlement Payment: Effective November 5, 1990, \$150 per employee. Effective December 15, 1990, \$250. Effective January 1, 1992, \$100.

COLA: 1% per 1% increase in the CPI - 1971=100, using the October 1990 index as the base. Triggered at 5.8%. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Effective January 1, 1992, 0-40¢-50¢ (0-35¢-45¢).

Witness Leave (new): Summoned or subpoenaed employee receives the difference between regular daily wages and fees received.

Health and Welfare: Life Insurance and AD & D - Benefit is \$25,000 (\$20,000).

LTD - Effective January 1, 1992, employer pays 100% of premium costs for production and maintenance employees (new). Benefit is 50% of regular earnings to age 65. (Previously, 40% for technical employees.)

Dental - Coverage is based on the 1990 (1988) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. Effective January 1, 1991, maximum annual claim is \$1,500 (\$1,000) per family member.

Continuation of Benefits - Employer continues to pay premium costs for up to 26 weeks for Weekly Indemnity and up to 52 weeks for all other benefits for absence due to occupational or non-occupational accident or illness. (Previously, 26 weeks for all benefits.)

Pension Plan: Employer Contribution - Effective January 1, 1992, 35¢ (30¢) per hour worked per employee. Effective December 31, 1992, 45¢.

Safety Shoe Allowance: \$80 per year (unchanged). Additional \$80 per year for all employees required to work with hot metal. (Previously, Melt Department only.)

TRANSPORTATION EQUIPMENT

Navistar International Corporation Canada at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 23, 1990 to October 24, 1993, covering 800 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 23/90</u>	<u>Oct. 23/91</u>	<u>Oct. 23/92</u>
General Increases		3%	2%	2%
Cola Fold-in		\$1.67		
Skilled Trades Adjustments		60¢		30¢
General Labour		\$17.46 (\$15.28)	\$17.81	\$18.17
Tool and Die Maker		\$21.59 (\$18.71)	\$22.02	\$22.76

Start Rate - 85% of the job rate for the first 6 months progressing to job rate after three 6-month increases.

COLA: \$1.82 COLA was generated under the previous agreement. \$1.67 is folded into wages on October 23, 1990, leaving 15¢ to float.

1¢ per 0.073 point change in the CPI - 1986=100, using the December 1990 index as the base. Adjusted quarterly. 1¢ diversion from each quarterly adjustment for a total of 12¢. (Previously, 1¢ per 0.26 point change in the CPI - 1969=100.)

Paid Holidays: 32 additional hours per year - 8 at employee option and 24 during full plant shutdown hours (new).

Vacation Bonus: \$500 per employee, payable during summer shutdown in each year of the agreement.

Health and Welfare: Life Insurance - Maximum benefit is \$58,500 (\$45,500).

Life Insurance for Retirees - Benefit is \$3,500 (\$3,000) for retirement before October 23, 1990 and \$4,000 after October 23, 1990.

Life Insurance for Dependents - Benefit is \$6,000 (\$4,500) for child under Plan 3 and \$8,000 (\$5,000) under Plan 4.

AD & D - Maximum benefit is \$29,250 (\$22,750).

Weekly Indemnity - Maximum benefit is \$615 (\$475). Coverage is extended to include pregnancy provided that no UIC benefits are applied for before, during and after benefit period (new).

LTD - Maximum benefit is \$2,225 (\$1,710) per month for Schedule I employee and \$2,450 per month for Schedule 2.

Major Medical - \$10 (\$3) per day to a maximum of 120 days for chronic care in a public hospital.

Vision - Benefit increased by \$10 per lens and by \$10 for frames. Maximum claim is \$140 (\$120) for contact lens and \$109.60 (\$79.60) for single vision lens with frames every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim is \$1,300 (\$1,000). Maximum lifetime orthodontic claim is \$1,500 (\$1,250). Effective November 1, 1990, coverage is extended to include molar work for children up to age 14 (new).

Pension Plan: Transition/Bridging Survivor Benefit - Minimum benefit is \$450 (\$400). Effective October 23, 1991, \$475.

Educational Leave Fund: Employer Contribution - \$5,000 (\$2,500) per quarter.

Social Justice Fund (new): Employer Contribution - 1¢ per hour per employee.

Legal Services Fund: Employer Contribution - 10¢ (5¢) per hour per employee.

Gabriel of Canada Ltd. at Toronto - Local 1295, Machinists (AFL-CIO/CLC): A 25-month renewal agreement effective from January 7, 1991 to February 6, 1993, covering 298* employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Includes 38 employees currently on lay-off status.

Wages:	Effective	Jan. 7/91	Jan. 7/92
General		65¢	70¢
Increases			
Additional Adjustments		20¢ for Arc Welder, Centerless Grinder and Rod Dept. Machine S/U Operator	
Production Help		\$11.61-\$11.77 (\$10.96-\$11.12)	\$12.31-\$12.47
Toolmaker		\$18.86-\$19.20 (\$18.21-\$18.55)	\$19.56-\$19.90

Maximum rate for Production Help is reached after 90 days worked, and for Toolmaker after 120 days worked.

Bereavement Leave: Up to 3 days' paid leave upon death of son/daughter-in-law (new).

Health and
Welfare:

Life Insurance - Benefit is \$14,000 (\$13,000). Effective January 7, 1992, \$15,000.

Major Medical - \$50 deductible per year for first 2 years and \$25 thereafter for employee hired after January 1, 1991 (new).

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits - Employer pays 100% of premium costs for major medical and dental to age 65 for employee electing early retirement (new).

Pension Plan:

Employer Contribution - Effective January 7, 1992, \$4.80 (\$4) per day paid to a maximum \$24 (\$20) per week per employee.

Early Retirement Incentive (new) - \$10 per month per year of service to a maximum 25 years for employee aged 62 and over electing early retirement. Payable to age 65 or death whichever is earlier.

Safety Prescrip-
tion Glasses:

Maximum claim is \$50 (\$45) every 2 years for single lenses and \$70 (\$65) for bifocals.

Johnson Controls Limited at Tillsonburg - Local 1859, Canadian Auto Workers (CLC) (production and maintenance employees): A 36-month first agreement effective from October 1, 1990 to September 30, 1993, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
General Increases	40¢	40¢
Additional Adjustments	Minor restructuring of wage schedule	
Production Technician (Seating Facility)	\$8.96-\$11.56 (\$10.04-\$11.16)	\$9.36-\$11.96
Tooling Maintenance	\$15.66 (\$15.26)	\$16.06

Maximum rate for Production Technician reached after approximately 17 (18) months.

Student Rate - \$3 per hour below the top rate.

Lump Sum
Settlement
Payment:

Effective November 23, 1990, \$1,000 per employee.

Hours of Work:	8 hours per shift with a paid 20-minute lunch break for 3-shift operation and 8 1/2 hours per shift for 2-shift operation.
Paid Rest Periods:	Two 10-minute breaks and a further 10-minutes for each additional 2 1/2 hours worked.
Shift Premium:	0-40¢-45¢ (0-33¢-38¢).
Weekend Premium:	Time and one-half for hours worked on Saturday or paid holiday. Double time for Sunday.
Overtime Pay:	Time and one-half after 8 hours per day or 40 hours per week.
Lead Hand Premium:	50¢ per hour more than the highest rate in the group.
Reporting Pay:	Minimum 3 hour's pay at the regular rate for employee reporting for work without being notified in advance that no work is available.
Call-in Pay:	Minimum 3 hours' pay at the regular rate for employee called into work as a result of an emergency.
Paid Holidays:	13 days.
Paid Vacation:	2 weeks at 4% after 1 year of service, 3 at 6% after 5 and 4 at 8% after 10.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse, parent, child, mother/father-in-law, step-parent/child, brother, sister, grandparent, grandchild and 1 day for son/daughter-in-law, brother/sister-in-law, half brother/sister.
Jury Duty/ Crown Witness Leave:	Employee receives the difference between regular wages and fees received.
Injury Pay:	Employee injured on the job and unable to perform duties receives regular rate for balance of shift.
Health and Welfare:	<u>Life Insurance/AD & D</u> - Effective May 1, 1991 and 1992, benefit is \$26,000 (\$25,000) and \$30,000 respectively. <u>Life Insurance for Retirees</u> - Effective May 1, 1991, benefit for retirees at age 65 is \$5,000 (\$2,000). <u>Weekly Indemnity</u> - Effective May 1, 1991, benefit payable for a maximum of 30 (26) weeks. Effective May 1, 1992, 35 weeks. Coverage extended to employee on maternity leave (new). <u>Major Medical, Drug and Vision</u> - Employer pays 100% of premium costs.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule. Effective May 1, 1991, plan extended to include orthodontic services, with maximum lifetime claim of \$1,000 for dependent child (new).

Continuation of Benefits - Benefit coverage continues for up to 1 month for employee on layoff; for duration of Weekly Indemnity and for up to 12 months while on WCB.

Pension Plan: Basic Benefit - Effective May 1, 1991, \$16 (\$15) per month per year of service. Effective May 1, 1992, \$17.

Clothing Allowance: Employer provides shop coats, gloves, safety glasses, coveralls as required.

Safety Shoe Allowance: \$60 per year for production employees, and \$140 per year for maintenance employees.

Tool Allowance: \$250 per year for maintenance employees.

Education Fund: Employer contributes \$8,000 per year to the Union Education Fund.

ELECTRICAL PRODUCTS

General Signal Limited, Edwards Unit at Owen Sound - Local 7466, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Jan. 1/91</u>	<u>Oct. 1/91</u>
General Increases		45¢		40¢
Pay Equity Adjustments			17¢-85¢ for certain classifications	
Job Class Increment		18¢ (17¢)		20¢
Additional Adjustments		Restructuring of wage schedule to 22 (19) job classes		
Grade 1 (includes Sysgen Operator Assistant)		\$10.30 (\$9.85)		\$10.70

Grade 22	\$14.08	\$14.90
Tool and Die Maker	(\$12.89)	

Hours of Work: Weekend Shift (new) - 3 consecutive 12-hour evening shifts.
40 hours' pay for 36 hours worked.

Shift Premium: 0-55¢-60¢ (0-50¢-55¢).

Weekend Shift (new) - 80¢ per hour worked.

Health and Welfare: Life Insurance and AD & D - Benefit is \$13,500 (\$12,500).

Dental - Coverage is based on the 1988 ODA fee schedule.
Effective October 1, 1991, the 1989 ODA fee schedule.

Pension Plan: Basic Benefit - \$12.50 (\$11.50) per month per year of service.
Effective October 1, 1991, \$13.50.

Safety Shoe Allowance: Maximum \$240 (\$150) for paint shop and maintenance employees
and maximum \$120 (\$75) for all other employees.

TRANSPORTATION

Air Canada, system-wide, Local 4, Canadian Union of Public Employees (CLC) (flight attendants): A 26-month renewal agreement effective from September 1, 1990 to October 31, 1992, covering 1,558 Ontario employees, settled at the post-conciliation bargaining stage.
Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>	<u>Feb. 1/92</u>
	General Increases	5%	4%	*
	Flight Attendant	\$20.88-\$38.56 (\$19.89-\$36.73)	\$20.72-\$40.10	
	Purser B-767	\$51.33 (\$48.88)	\$53.38	

Maximum rate for Flight Attendant is reached after 8 years.

* Increase to equal the percentage increase in the 1991 CPI.
Triggered at 5% and capped at 7.5%.

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$25,000) for Flight Attendants and \$50,000 (\$30,000) for In-Charge Flight Attendants.

Vision - Maximum claim is \$125 (\$90) every 2 years.

Pension Plan: Basic Benefit - Based on the best 36 months of service. (Previously, the best 60 months.)

Pension Indexing - Formula is extended to 1995 (1992).

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec - Merchant Service Guild (CLC): A 36-month renewal agreement effective from June 1, 1990 to May 31, 1993, covering 323 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
General Increases			5.5%*	5.5%*
3rd Mate		\$17.77 (\$17.77)	\$18.74	\$19.77
1st Mate		\$20.29 (\$20.29)	\$21.41	\$22.59

** Increases to equal the percentage increase in CPI from June to June, triggered at 5.5%. Effective June 1, 1992, capped at 7%.

Proficiency Pay: \$11.93 (\$11.31) per hour. Effective June 1, 1991 and 1992 respectively, increased in accordance with general increases.

Overtime Pay: Applicable overtime rate on Saturday and Sunday during fit-out or lay-up. (Previously, double time for all hours worked.)

Health and Welfare: Family Security Plan - Employer contributes \$9.05 (\$8.89) per position per day. Effective June 1, 1991 and June 1, 1992, \$9.55 and \$10.05 respectively.

Pension Plan: Employer Contribution - 6% (7%) regular daily rate.

Hiring Hall Fund: Employer contributes \$1.42 (\$1.05) to the union per position per day. Effective June 1, 1991 and June 1, 1992, \$1.50 and \$1.58 respectively.

Marine Disaster Insurance: Maximum \$2,500 (\$2,090) compensation for loss of personal effects.

Legal Defence Insurance: 65¢ (62¢) per position per day. Effective June 1, 1991 and 1992, 69¢ and 73¢ respectively.

Certificate Allowance: \$2,500 (\$2,090) per year upon successful completion of a higher certificate, providing the employee remains with the company for 180 (90) days.

Mileage Allowance: 28¢ (27¢) per km. Effective June 1, 1991 and June 1, 1992, 29¢ and 30¢ respectively.

Safety Shoe Allowance: \$65 (\$60) per year. Effective November 1, 1992, \$70.

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec - Marine Officers AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1990 to May 31, 1993, covering 323 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
General Increases			5.5%*	5.5%*
5th Engineer		\$17.77 (\$17.77)	\$18.74	\$19.77
2nd Engineer		\$20.29 (\$20.29)	\$21.41	\$22.59

* Increases to equal the percentage increase in the CPI from June to June, triggered at 5.5%. Effective June 1, 1992, capped at 7%.

Overtime Pay: Effective June 1, 1991, double time for the first 8 hours worked on a Sunday during the annual repair period. (Previously, double time and one-half for each hour worked.)

Standby Pay (new): Regular hourly rate for employee required to remain on board in port beyond normal working hours.

Vessel Pay-Off: Maximum \$750 (\$650) at termination of tour of duty depending on accrued credits.

Bereavement Leave: 7 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Welfare Plan - Employer contributes \$9.05 (\$8.89) per position per payroll day to union benefit package. Effective June 1, 1991 and June 1, 1992, \$9.55 and \$10.05 respectively.

Pension Plan: Employer Contribution - 6% of basic hourly rate for 240 hours per month. (Previously, 6 1/2% of standby wages for 240 hours per month.)

Hiring Hall Fund: Employer contributes \$1.42 (\$1.35) to the union per position per day. Effective June 1, 1991 and June 1, 1992, \$1.50 and \$1.58 respectively.

Marine Disaster Insurance: Maximum \$2,500 (\$2,090) compensation for loss of personal effects.

Legal Defence Insurance: 65¢ (62¢) per position per day. Effective June 1, 1991 and 1992, 69¢ and 73¢ respectively.

Certificate Allowance: \$2,000 (\$1,000) per navigational season for each 1st and 2nd class A or B endorsement or 3rd class certificate. \$1,500 for Engineer Officer required to attain 1st or 2nd class A or B endorsement (new).

Mileage Allowance: 28¢ (27¢) per km. Effective June 1, 1991 and June 1, 1992, 29¢ and 30¢ respectively.

Safety Shoe Allowance: \$65 (\$60) per year. Effective June 1, 1992, \$70.

RETAIL TRADE

Canada Safeway Limited at Thunder Bay - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 2, 1990 to September 5, 1992, covering 552 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Nov. 18/90</u>	<u>Jan. 6/91</u>	<u>Sept. 1/91</u>
	Increases*			
	Full-time	\$1.00		\$1.00
	Part-time	\$1.00		60¢
	Additional Adjustments	Minor Restructuring of part-time wage schedule		
	Pay Equity Adjustment		63¢ for Clerk A top rate	
	Clerk A 0-24+ months	\$6.98-\$15.52 (\$6.98-\$14.52)	\$6.98-\$16.15	\$6.98-\$17.15
	Meat Cutter 0-36+ months	\$8.06-\$16.80 (\$8.06-\$15.80)		\$8.06-\$17.80
	<u>Part-time Employees</u> Hired prior to November 11, 1990, 0-3700+ hours	\$6.40-\$12.85 (\$4.75-\$11.85)		\$7.00-\$13.45

Part-time	\$5.50-\$12.85
Employees	(\$4.75-\$11.85)
Hired after	
November 11,	
1990,	
0-3700+	
hours	

\$5.75-\$13.45

Effective

Mar. 1/92

Increase

20¢ for
part-time
employees

Part-time Employees

Hired prior to
November 11, 1990

\$7.20-\$13.65

Hired after
November 11, 1990

\$6.00-\$13.65

* Full-time - Increases are pro-rated from no increase on start rates to full increase on maximum rates.

Lump Sum
Payments:

\$1.00 per hour worked from September 2, 1990 to November 17, 1990, for employees on the payroll as of November 11, 1990.

Acting
Pay:

Minimum rate for the job for all hours worked or 50¢ per hour whichever is greater for employee required to temporarily fill the position of Head Cashier, Deli Head, or Seafood Manager for more than 1 day per week. (Previously, minimum rate for the job only.)

Responsibility
Premium (new):

60¢ per hour for employee required to secure the store at the close of business.

Night Shopping
Premium:

Effective January 6, 1991, 55¢ (50¢) per hour for each half hour worked after 6 p.m.. Effective January 5, 1992, 60¢.

Health and
Welfare:

LTD - Maximum benefit is \$1,500 (\$1,000) per month for disabilities occurring after November 18, 1990.

Dental - Effective November 12, 1990, employer contributes 18¢ (17¢) per hour to the North West Ontario Commercial Workers Dental Plan. Effective January 5, 1992, 19¢.

Pension Plan:

Employer Contribution - Effective December 29, 1991, 47¢ (41¢) per hour to Union Fund.

Great Atlantic and Pacific Company of Canada Limited, Sav-A-Centre Division,
province-wide - Locals 414 and 582*, Retail, Wholesale Employees
(AFL-CIO/CLC): A 30-month renewal agreement effective from
April 1, 1990 to October 4, 1992, covering 560 employees,
settled with mediation assistance. Duration of negotiations - 5
months.

* Previously, only Local 414.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Nov. 19/90</u>	<u>Mar. 30/91</u>	<u>Apr. 4/92</u>
	Increases				
Full-time Employees		50¢**	50¢**	50¢**	50¢**
Part-time Employees		35¢	25¢	35¢	25¢**
	<u>Full-time Employees</u>				
Clerk B	\$6.25-\$12.50 (\$6.25-\$12.00)	\$6.25-\$13.00	\$6.25-\$13.50	\$6.25-\$14.00	
Meat Cutter	\$6.35-\$13.50 (\$6.35-\$13.00)	\$6.35-\$14.00	\$6.35-\$14.50	\$6.35-\$15.00	
	<u>Part-time Employees</u>				
Hired prior to November 16, 1990	\$4.90-\$8.85 (\$4.55-\$8.50)	\$5.15-\$9.10	\$5.50-\$9.35	\$5.50-\$9.60	
Hired after November 16, 1990	\$5.40-\$9.00 (\$4.55-\$8.50)	\$5.40-\$9.00	\$5.40-\$9.00	\$5.40-\$9.00	

Maximum rates are reached after 24 months for Clerk B and Meat Cutter and after 48 months for part-time employees.

** Applies to maximum rates only.

Shift Premium:	Effective December 1, 1990, 80¢ (70¢) per hour.
Reporting Pay:	<u>Part-time Employees</u> - Minimum 4 (3) hours' pay.
Paid Vacation:	Effective January 1, 1991, 6 weeks after 23 (25) years of service.
Vacation Pay:	<u>Part-time Employees (new)</u> - Effective April 30, 1992, 6% of previous year's earnings after 5 years of service.

Jury Duty/
Crown Witness
Leave: Part-time Employees (new) - Employee receives the difference between regular daily wages and fees received.

Health and
Welfare: Weekly Indemnity - Effective January 1, 1991, maximum benefit is \$425 (\$400).

Vision - Effective January 1, 1991, maximum claim is \$100 (\$80) every 2 years.

LTD - Maximum benefit is \$1,800 per month for eligibility after January 1, 1990. (Previously, \$400 per week.)

Pension Plan: Basic Benefit - Effective November 1, 1990, \$23 (\$20.50) per month per year of service prior to January 1, 1986. Effective July 1, 1991, \$29 per month per year of service after January 1, 1990.

- Pharma Plus Drugmarts Ltd., previously Boots Drug Stores (Canada) Ltd. at Ottawa - Local 414, Retail Wholesale Employees (AFL-CIO/CFL) (full-time and part-time employees): A 24-month renewal agreement effective from June 7, 1990 to June 6, 1992, covering 280 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 6/90</u>	<u>June 6/91</u>
General Increases		5.5%	5.5%
Clerk		\$6.07-\$8.67 (\$5.75-\$8.22)	\$6.40-\$9.15
Pharmacy Assistant		\$6.38-\$9.12 (\$6.05-\$8.65)	\$6.73-\$9.62

Maximum rates are reached after 18 months.

The following changes apply to full-time employees only.

Bereavement
Leave: 5 (4) days' paid leave upon death of spouse, child and parent.

Health and
Welfare: Major Medical - Maximum lifetime claim is \$1,000,000 for nursing care (new).

EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1990, to August 31, 1991, covering 1,560 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan 1/91</u>
	General Increase	6%	
	Additional Adjustment		\$200 for Teacher-Category 1 Year 7, \$700 to Vice-Principal and Principal
	Teacher-Category 1 0-6 years 0-7 years*	\$19,599-\$29,897 (\$18,490-\$28,205)	\$19,599-\$30,097*
	Teacher-Category 4 0-11 years	\$27,984-\$46,812 (\$26,400-\$44,162)	
	Teacher-Category 7 0-11 years	\$33,583-\$59,789 (\$31,682-\$56,405)	
	Vice-Principal 0-2 years	\$62,883-\$64,385 (\$59,324-\$60,741)	\$63,583-\$65,085
	Principal 0-4 years	\$69,193-\$72,406 (\$65,276-\$68,308)	\$69,893-\$73,106
	Co-ordinator, Area Supervisor, Program Leader 0-2 years	\$69,266-\$74,334 (\$65,345-\$70,126)	

Responsibility, Graduate Degree, Special Education and Special Diploma Allowances: Increased in accordance with general salary increase.

Bereavement Leave: Effective November 13, 1990 through to August 31, 1991, up to 4 days' paid leave upon death of spouse, son, daughter, parent and parent-in-law; 3 days for other relatives of employee or employee's spouse's immediate family and 1 day for close friend. 1 additional day may be granted if travel is required. (Previously, up to 5 days upon death of spouse, son and daughter; 4 days for sister, brother, parent-in-law and fiancé, and 1 day for grandparent, sister/brother-in-law, aunt, uncle, nephew, niece and cousin.)

Sick Leave: Union president accrues 20 days per year while serving in elected position for a maximum of 3 years (new).

Health and Welfare: Life Insurance - Benefit is three (two) times annual salary to a maximum of \$50,000 (unchanged).

Vision - Maximum claim is \$165 (\$150) every 2 years.

Dental - Effective January 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Employer pays 50% of premium costs for major restorative services with 60%-40% co-insurance and a maximum annual claim of \$2,000 per person (new). Employer pays 50% of premium costs for orthodontic services with 50%-50% co-insurance and a maximum lifetime claim of \$2,000 per person (new).

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 927 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6%
	Teacher-Category I 0-11 years	\$27,984-\$46,812 (\$26,400-\$44,162)
	Teacher-Category 4 0-11 years	\$33,583-\$59,789 (\$31,682-\$56,405)
	Vice-Principal 0-2 years	\$67,730-\$70,950 (\$63,896-\$66,934)
	Co-ordinator and Area Supervisor 0-2 years	\$69,266-\$74,334 (\$65,345-\$70,126)
	Principal 0-2 years	\$74,213-\$79,867 (\$70,012-\$75,346)

Responsibility, Graduate Degree, Special Education and Special Diploma and Continuing Education and Related Experience Allowance: Increased in accordance with the general salary increase.

Bereavement Leave: Effective November 13, 1990 through to August 31, 1991, up to 4 days' paid leave upon death of spouse, son, daughter, parent, and parent-in-law; 3 days for other relatives and 1 day for a close friend. 1 additional day if extended travel is required. (Previously up to 5 days upon death of spouse, son or daughter; 4 days for parent; 3 days for sister, brother, parent-in-law, guardian or dependent; 2 days son/daughter-in-law or fiancée and 1 day for grandparent, sister/brother-in-law, aunt, uncle, nephew, niece or cousin.)

Health and Welfare: Life Insurance - Benefit is three (two) times annual salary to a maximum of \$50,000 (unchanged).

Vision - Effective January 1, 1981, maximum claim is \$165 (\$150) every 2 years.

Dental - Effective January 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1991, 90-10% (85%-15%) co-insurance for basic services. Maximum annual claim for major restorative services is \$2,000 (\$1,500) per person. Maximum lifetime claim for orthodontic services is \$2,000 (\$1,500) per person.

Huron County Board of Education at Clinton - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 420 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
General Increases		5.5%	1.04%
Teacher-Category A1 0-10 years		\$26,947-\$46,243 (\$25,542-\$43,832)	\$27,227-\$46,724
Teacher-Category A4 0-10 years		\$32,381-\$58,553 (\$30,693-\$55,500)	\$32,718-\$59,161
	Effective	<u>Sept. 1/91</u>	<u>June 1/92</u>
General Increases		5%	*
Teacher-Category A1		\$28,588-\$49,060	
Teacher-Category A4		\$34,354-\$62,120	

* Increase to equal percentage increase in the CPI from April 1991 to April 1992. Triggered at 5% and capped at 7%. Paid in a lump sum and folded into salaries and allowances at the end of agreement.

Responsibility Allowances:	Increased in accordance with the general salary increases.
Health and Welfare:	<u>Vision</u> - Effective April 1, 1991, employer pays 100% of premium costs. (Previously, employee paid.) <u>Dental</u> - Effective April 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Deductible eliminated. Effective April, 1992, coverage is based on the 1990 ODA fee schedule.
Professional Development Fund:	Effective January 1, 1992, increased by 6%.
Paid Preparation Time:	Effective September 1, 1992, minimum of 140 (120) minutes per week.

Lambton County Board of Education at Sarnia - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 636 employees, settled at the post fact finder bargaining stage during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Feb. 1/91</u>
	Increases	6% for Teachers, 6.78%-7.217% for Principals	\$500 for Principals	.4% for Teachers
	Teacher- Category 1 0-5 years	\$20,778-\$29,593 (\$19,602-\$27,917)		\$20,861-\$29,711
	Teacher- Category 4 0-11 years	\$26,007-\$46,159 (\$24,535-\$43,546)		\$26,111-\$46,344
	Teacher- Category 7 0-11 years	\$32,650-\$58,964 (\$30,802-\$55,626)		\$32,781-\$59,200
	Principal 0-2 years Schools with up 15 rooms	\$64,145-\$66,689 (\$59,827-\$62,373)	\$64,645-\$67,189	
	Over 15 rooms	\$65,417-\$67,961 (\$61,100-\$63,645)	\$65,917-\$68,461	

Wages:	Effective	<u>June 1/91</u>	<u>Aug. 1/91</u>
	Increases	.57% for Teachers	Average .8% for Principals
	Teacher-Category 1	\$20,980-\$29,811	
	Teacher-Category 4	\$26,260-\$46,608	
	Teacher-Category 7	\$32,968-\$59,537	
	Principal Schools up to 15 rooms		\$65,184-\$67,728
	Over 15 rooms		\$66,456-\$69,000
Wages:	Effective	<u>Sept. 1/91</u>	<u>June 1/92</u>
	Increases	6%	.30%*
	Additional Adjustments	Restructuring of Principal salary grid	
	Teacher-Category 1	\$22,239-\$31,673	\$22,306-\$31,768
	Teacher-Category 4	\$27,835-\$49,404	\$27,919-\$49,552
	Teacher-Category 7	\$34,946-\$63,109	\$35,051-\$63,298
	Principal	\$70,596-\$73,140	\$70,815-\$73,359
	Previous rates and allowances reflect a .75% increase resulting from a conditional wage adjustment during the previous agreement.		
	* Increase to equal the percentage increase in the Ontario (Canada) CPI from April 1991 to April 1992. Triggered at 6.3% and capped at 7.8%.		
Extra Degree and Responsibility Allowances:	Increased in accordance with general salary increases. Allowance for Senior Teacher eliminated.		
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of spouse, child, brother, sister, parent, parent-in-law, son/daughter-in-law, grandparent, grandchild or foster child living at home.		
Maternity Leave:	Wages equivalent to the UIC benefit for the week waiting period (new).		
Health and Welfare:	<u>Major Medical</u> - Effective April 1, 1991, plan extended to include Deluxe (basic) out-of-country coverage.		

Vision - Maximum claim is \$150 (\$125) every 2 years. Effective September 1, 1991, \$200.

Hearing - Effective September 1, 1991, maximum claim is \$500 every 3 years. (Previously, \$300 per lifetime.)

Dental - Employer pays 70% (50%) of premium costs for orthodontic and major restorative services with a maximum lifetime claim of \$2,000 (\$1,500) per person for orthodontic services and per year for major restorative services. Effective September 1, 1991, employer pays 90% of premium costs with maximum claims of \$2,500. Effective April 1, 1991 coverage based on 1989 (1988) ODA fee schedule. Effective April 1, 1992, the 1991 schedule.

Paid Preparation Time: Effective February 1, 1991, 120 (100) minutes per week. Effective September 1, 1991 and 1992, 140 and 160 minutes respectively.

Middlesex County Board of Education at Hyde Park - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement* effective from September 1, 1990 to August 31, 1992, covering 460 employees, settled at the bargaining stage. Duration of negotiations - 9 1/2 months.

* Includes Occasional Teachers.

Wages:	Effective	Sept. 1/90	Jan. 1/91	Sept. 1/91
General Increases		5.1%	1.43%	5%**
Additional Adjustments	Parity with corresponding secondary teachers for categories IV to VII			
Teacher-Category 1 0-5 years	\$21,180-\$29,200 (\$20,150-\$27,780)	\$21,480-\$29,620	\$22,550-\$31,100	
Teacher-Category IV 0-10 years	\$26,840-\$46,410 (\$25,350-\$44,050)	\$27,230-\$47,070	\$28,590-\$49,420	
Teacher-Category VII 0-11 (12) years	\$32,100-\$58,730 (\$30,450-\$55,870)	\$32,560-\$59,570	\$34,190-\$62,550	

Salaries rounded to nearest \$10.

** Increase to equal the percentage increase in the CPI accurate to the nearest tenth of a percent, from April 1991 to April 1992, triggered at 5.0% and capped at 7.0%.

Responsibility Allowances:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
Co-ordinators & Principals 0-3 years		\$7,650-\$11,650 (\$7,300-\$11,100)	\$7,750-\$11,800	\$8,150-\$12,400
Vice-Principals 0-3 years		\$3,350-\$4,950 (\$3,200-\$4,700)	\$3,400-\$5,000	\$3,570-\$5,250
Executive Officer 0-3 years (new)		\$16,440-\$25,000		\$17,260-\$26,250
Administrative Assistant 0-2 years (new)		\$5,200-\$6,450		\$5,450-\$6,800
Consultants 0-2 years		\$5,200-\$6,450 (\$4,900-\$6,100)		\$5,450-\$6,800
Resource Teachers 0-1 year		\$3,250-\$3,800 (\$3,100-\$3,600)		\$3,400-\$4,000
Paid Adoption Leave (new):	Wages equivalent to the UIC maximum benefit for the 2-week waiting period.			
Health and Welfare:	<u>Major Medical</u> - Effective September 1, 1991, employer pays 100% (85%) of premium costs. <u>Vision (new)</u> - Effective December 25, 1990, employer pays 85% of the premium costs. Maximum claim is \$100 every 2 years. Effective September 1, 1991, employer pays 100% of premium costs with a maximum claim of \$150. <u>Dental</u> - Effective September 1, 1991, employer pays 100% (85%) of premium costs.			
Paid Preparation Time (new):	100 minutes per week. Effective September 1, 1991, 120 minutes per week. Pro-rated for part-time teachers employed for at least a 50% assignment.			
In-Service Fund:	Effective January 1, 1992, an amount equal to 0.47% (0.50%) of the cost of salaries in preceding calendar year. Uncommitted money is transferred to Professional Development Fund.			

Professional Development Fund: Effective January 1, 1992, 0.28% (0.25%) of the cost of salaries in preceding calendar year plus amount transferred from In-Service Fund.

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 260 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6.3%
	Teacher-Category I 0-10 years	\$29,563-\$47,399 (\$27,811-\$44,543)
	Teacher-Category 4 0-10 years	\$35,767-\$59,721 (\$33,647-\$56,182)
	Vice-Principal 0-3 years	\$66,185-\$72,020 (\$62,262-\$67,752)
	Principal 0-3 years	\$73,849-\$80,920 (\$69,472-\$76,123)

COLA: 0.2% per 0.2% increase in the CPI - 1971=100, the using August 1990 index as the base. Triggered at 8% and capped at 10%. Payable in September 1991. (Basic formula is unchanged. Formula did not trigger.)

Responsibility and Graduate Degree Allowances: Increased by 6.3%.

Health and Welfare: Vision- Effective January 1, 1991, maximum claim is \$250 (\$225) per person every 2 years.

Dental - Effective January 1, 1991, coverage is based on the 1989 (1987) ODA fee schedule.

Peel Board of Education at Mississauga - Local 2544, Canadian Union of Public Employees (CLC) (full-time custodial and maintenance employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 870 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
	General Increases	6%	5.5%

School Attendant	\$12.20-\$12.97 (\$11.51-\$12.24)*	\$12.87-\$13.68
Assistant Custodian	\$14.17-\$14.74 (\$13.36-\$13.91)	\$14.95-\$15.56
Electrician	\$22.55 (\$21.27)	\$23.79

* Previous rate for School Attendant reflects a pay equity adjustment of 8.7%.

Maximum rates for School Attendant and Assistant Custodian are reached after one year.

Paid Vacation: 4 weeks after 9 (10) years of service and six after 26 (new).

Health and Welfare: Life Insurance - Benefit is 3 (2 1/2) times annual salary.

Summer Play-Ground Allowance: Effective November 16, 1990, \$30 (\$25) per week.

Heating Season Allowance: Effective November 16, 1990, \$325 (\$300) per season.

Floor Cleaning Uniform and Split-Shift Allowances: Increased in accordance with general increases.

Safety Shoe Allowance: Effective November 16, 1990, \$75 (\$50) per year.

Sault Ste. Marie District Roman Catholic Separate School Board at Sault Ste. Marie - Ontario English Catholic Teachers' Association and Association Des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 450 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Apr. 3/91</u>	<u>Sept. 1/91</u>
	General Increases	5%	2.9%	Minimum 5.5%*
	Teacher-Category D (\$20,807-\$27,222)	\$21,848-\$29,930	\$22,453-\$30,757	\$23,689-\$33,909**
	0-6 (0-5) years			
	0-7 years**			

Teacher- \$27,142-\$44,952 \$27,893-\$46,193 \$29,424-\$48,734
 Category A1 (\$25,851-\$42,811)
 0-10 years

Teacher- \$33,655-\$57,437 \$34,581-\$59,023 \$36,485-\$62,269
 Category A4 (\$32,053-\$54,702)
 0-11 years

* Increase to equal the percentage increase in the CPI from May 1991 to May 1992, minus .2%. Triggered at 5.8% increase in CPI and capped at 6.2%. Folded into wages and paid as a lump sum.

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Hearing - Maximum claim is \$500 every 5 years. (Previously, \$300 maximum lifetime claim.)

Vision - Maximum claim is \$100 (\$80) every 2 years. Effective September 1, 1991, \$115.

Mileage Allowance: 46¢ (43¢) per mile or 28¢ (26¢) per kilometre. Effective September 1, 1991, 49¢ or 30¢ respectively.

Scarborough City Board of Education - District 16, Ontario Secondary School Teachers' Federation (Ind.) (secondary occasional teachers): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increase	6.6%	6.6%

Casual Occasional Teacher

Daily Rates*

Qualified	\$131.03 (\$122.93)	\$139.68
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* Daily rates include 3% holiday and 4% vacation pay.

Long-Term Occasional Teacher - Employed for a period of 16 or more consecutive days as a replacement teacher with a permanent or probationary contract, receives in both years a daily rate in accordance with the current salary grid for full-time teachers (unchanged).

Experience Bonus (new): Casual Occasional Teacher receives a daily bonus of \$5 after 50 full-time equivalent days worked subsequent to September 1, 1989; \$10 after 100 days; \$15 after 140 days and \$20 after 200 days.

The following changes apply only to Long-Term Occasional Teacher unless otherwise stated.

Paid Sick Leave: 1 day for each 10 days worked. (Previously 2 days after the first 20 days worked and 1 day each 10 days thereafter.)

Isolation Leave (new): Paid leave for period of quarantine or isolation due to the order of medical authorities.

Paid Professional Development Leave: Effective January 1, 1991, 1 day after 80 days worked in the previous school year for occasional teacher (new).

Health and Welfare (new): Effective September 1, 1991, teacher with 90 full-time equivalent days worked during previous school year is eligible for the following benefits:

Semi-Private Hospitalization- Employer pays 50% of premium costs.

Major Medical - Employer pays 50% of premium costs with annual deductible of \$25 for single coverage and \$50 for family coverage. Basic plan includes out-of-country coverage.

Vision- Employer pays 50% of premium costs. Maximum claim of \$160 every 2 years, or \$200 every 2 years for medically prescribed contact lenses.

Hearing- Employer pays 50% of premium costs. Maximum claim is \$400 per person every 2 years.

Dental - Employer pays 50% of premium costs. Coverage is based on the 1989 ODA fee schedule. Maximum annual claim is \$5,000 per person for basic services. Maximum annual combined claim is \$10,000 per person for basic and major restorative services with 80%-20% co-insurance for major restorative services. Maximum lifetime orthodontic claim is \$2,000 per person with 50%-50% co-insurance.

Scarborough City Board of Education - Ontario Public School Teachers' Federation (Ind.) (elementary occasional teachers): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	6.6%	6.6%

Casual Occasional
Teacher

Daily Rates*

Qualified-Without Degree	\$98.27 (\$92.18)	\$104.76
Qualified-With Degree	\$131.03 (\$122.93)	\$139.68

* Daily rates include 3% holiday and 4% vacation pay.

Long Term Occasional Teacher - Employed for a period of 16 (20) consecutive days as a replacement for a teacher with a permanent or probationary contract, receives a daily rate in accordance with the current salary grid for full-time elementary teachers.

Experience Bonus (new): Casual Occasional Teacher receives a daily bonus of \$5 after 50 full-time equivalent days worked subsequent to September 1, 1989; \$10 after 100 days; \$15 after 140 days and \$20 after 200 days.

Paid Sick Leave (Long Term Occasional Teachers): 1 day for each 10 school days completed. (Previously, 2 days after the first 20 days worked and 1 day for 10 days thereafter.)

Health and Welfare (new): Effective September 1, 1991, Occasional Teacher with 90 full-time equivalent days worked during the previous school year is eligible for the following benefits:

Semi-Private Hospitalization - Employer pays 50% of premium costs.

Major Medical - Employer pays 50% of premium costs. Annual deductibles are \$25 for single coverage and \$50 for family coverage.

Vision - Employer pays 50% of premium costs. Maximum claim is \$160 per person every 2 years. \$200 for contact lenses prescribed for medical reasons.

Hearing - Employer pays 50% of premium costs. Maximum claim is \$400 per person every 2 years.

Dental - Employer pays 50% of premium costs. Coverage is based on the 1989 ODA fee schedule. Maximum annual claim is \$5,000 per person for basic coverage. Maximum annual combined claim is \$10,000 per person for basic and major restorative services with 80%-20% co-insurance for major restorative services. Maximum lifetime orthodontic claim is \$2,000 per person with 50%-50% co-insurance.

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall - Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 275 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/90
	Increase	6% for Categories A1 to A4; 9.6% for D,C & B
	Additional Adjustments	Parity with corresponding Secondary Teachers for Categories A1 to A4; range for A1 to A4 0-11 (0-12) years
	Teacher-Category D 0-6 years	\$22,597-\$30,317 (\$20,613-\$27,655)
	Teacher-Class A1 0-11 years	\$27,920-\$47,307 (\$25,129-\$43,460)
	Teacher-Class A4 0-11 years	\$32,139-\$58,490 (\$29,924-\$54,005)
Responsibility and Special Education Allowances:	Increased by 6%.	
Paid Personal Leave:	2 (1) days/per year with a maximum accumulation of 3 (2) days.	
Paid Preparation Time:	120 (90) minutes per week. Effective September 1, 1991, 150 minutes.	

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC) (custodial, maintenance, construction and transportation employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	July 1/90	July 1/91
	General Increases	7%	7%
	Additional Adjustments	50¢ for Cleaner	50¢ for Cleaner
	Cleaner	\$10.70 (\$ 9.50)	\$11.98

Custodian

Elementary Schools 0-2 years	\$14.35-\$15.47 (\$13.41-\$14.46)	\$15.35-\$16.55
Secondary Schools 0-2 years	\$13.02-\$14.15 (\$12.17-\$13.22)	\$13.93-\$15.14
Group B (includes Electrician)	\$18.79 (\$17.56)	\$20.11

Shift Premium: 0-59¢-59¢ (0-55¢-55¢). Effective July 1, 1991, 0-63¢-63¢.

Sunday Premium: \$1.09 (\$1.02) per hour. Effective July 1, 1991, \$1.17.

Health and Welfare: Vision - Effective December 11, 1990, maximum claim is \$150 (\$100) every 2 years.

Dental - Effective December 11, 1990, coverage to be based on the 1989 (1988) ODA fee schedule. Effective July 1, 1991 the 1990 ODA fee schedule.

Certificate Allowance: 45¢ (42¢) per hour per additional certificate required by employer. Effective July 1, 1991, 48¢.

Travel Allowance: \$2.78 (\$2.60) per day for maintenance employees and 28.5¢ (26¢) per km for all employees required to use own vehicle while on duty. Effective July 1, 1991, \$2.97 per day.

Tool Allowance: \$25.16-\$314.44 (\$23.51-\$293.87) per year depending on classification. Effective July 1, 1991, \$26.92-\$336.45.

Clothing Allowance: \$50.30 (\$47.01) per year towards purchase of parka. Effective July 1, 1991, \$53.82.

Safety Shoe Allowance: \$62.39 (\$58.31) per year. Effective July 1, 1991, \$66.76.

Wentworth County Board of Education at Ancaster - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
General Increases		4%	2.2%	5%*
Teacher-Level D 0-6 years		\$19,192-\$28,709 (\$18,454-\$27,605)	\$19,614-\$29,341	\$20,595-\$30,808

Teacher- \$26,860-\$45,452 \$27,451-\$46,45 \$28,824-\$48,775
Level A1 (\$25,827-\$43,704)
0-10 years

Teacher- \$32,423-\$58,570 \$33,136-\$59,859 \$34,793-\$62,852 -
Level A4 (\$31,176-\$56,317)
0-12 years

* Increase to equal the percentage increase in the CPI from July 1990 to July 1991, triggered at 5% and capped at 7%.

Paid Maternity Leave (new); Wages equivalent to the UIC benefit for the 2-week waiting period.

Health and Welfare: Vision - Effective January 1, 1991, maximum claim is \$175 (\$120) every 2 years.

Dental - Effective September 1, 1991, coverage is extended to include dentures with 50%-50% co-insurance (new). Effective September 1, 1992, major restorative services, crowns and bridges are added with 50%-50% co-insurance (new).

Continuation of Benefits - Employer continues to pay its share of the premium costs for health and welfare benefits during the first 17 weeks of adoption leave (new).

Pension Plan: Early Retirement Incentive - Effective September 1, 1992, deleted.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 576, Canadian Union of Public Employees (CUPE)
(full-time and part-time service and clerical employees): A 24-month renewal agreement effective from September 29, 1989 to September 28, 1991, covering 1,883 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
General Increases		8%	7%
Dietary Aide		\$11.97-\$12.29	\$12.81-\$13.15
0-2 years		(\$11.08-\$11.38)	
R.N.A.		\$13.05-\$13.76	\$13.96-\$14.72
0-3 years		(\$12.08-\$12.74)	
Senior Account II		\$18.31-\$19.76	\$19.59-\$21.14
0-4 years		(\$16.95-\$18.30)	

Overtime Pay: Double time after 12 (4) hours of overtime worked in a two-week pay period.

Call Back Pay: Minimum 4 (3) hours' pay at time and one-half.

Paid Vacation: Effective January 1, 1990, 4 weeks after 5 (6) years of service, 5 after 15 (16) and 6 after 25 (new).

Bereavement Leave: Up to 5 (3) days' paid leave upon death of immediate family member.

Paid Adoption Leave: Effective December 31, 1990, maximum 15 weeks at the difference between 75% of wages and the U.I.C. benefit, paid after the 2-week waiting period (new).

Health and Welfare: Life Insurance - Employer pays 100% (90%) of the premium costs for employee coverage under H.O.O.G.L.I.P.

Major Medical - Annual deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Vision - Maximum claim is \$90 (\$60) every 2 years.

Hearing - Maximum lifetime claim is \$500 (\$300) per person.

Dental - Effective December 21, 1990, employer pays 75%(50%) of premium costs.

Continuation of Benefits - Effective December 21, 1990, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC)
(full-time office, clerical and service employees): A 24-month renewal agreement effective from September 29, 1989 to September 28, 1991, covering 550 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
General Increases		8%	7%
Kitchen Maid		\$11.772-\$12.187 (\$10.900-\$11.284)	\$12.596-\$13.04
R.N.A.		\$13.446-\$13.752 (\$12.45-\$12.734)	\$14.387-\$14.715
Assistant Chef		\$13.404-\$14.112 (\$12.413-\$13.067)	\$14.344-\$15.10

Maximum rate for Kitchen Maid is reached after 3 months, for R.N.A., after 24 months and for Assistant Chef, after 27 months.

Acting Pay: \$4 (\$3) per shift for employee temporarily assigned a job outside the bargaining unit for more than one-half a shift.

Call Back Pay: 4 (3) hours' pay at time and one-half.

Paid Vacation: Effective January 1, 1991, 4 weeks after 5 (6) years of service, 5 after 15 (16) and 6 after 25 (new).

Paid Adoption Leave (new): Effective December 22, 1990, maximum 15 weeks at the difference between 75% of wages and the UIC benefit and any other earnings, paid after a 2-week waiting period.

Health and Welfare: Life Insurance - Effective December 1, 1990, the employer pays 100% (90%) of premium costs.

Major Medical - Deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Vision - Maximum claim is \$90 (\$60) every 2 years.

Hearing - Maximum lifetime claim is \$500 (\$300) per person.

Dental - Effective December 1, 1990, employer pays 75% (50%) of premium costs.

Continuation of Benefits - Effective December 22, 1990, employer continues to share premium costs for health and welfare benefits for 17 weeks for employee on maternity/adoption leave (new).

Toronto East General and Orthopaedic Hospital - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 1991, covering 410 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Jan. 1/90</u>	<u>Oct. 11/90</u>
General Increases		8%		7%
Pay Equity Adjustments			75.3¢ for Cleaner 2	
Skilled Trades Adjustments*		50¢ for Electrician I-Licenced; 25¢ for Mechanic I and Painter		50¢ for Electrician I-Licenced; 25¢ for Mechanic I and Painter
Additional Adjustments		50¢ for RNA*; Some classifications added		50¢ for RNA*

Cleaner 2 \$12.033-\$12.306 \$12.786-\$13.059 \$13.681-\$13.973
 (\$11.142-\$11.394)

Electrician I- \$16.417-\$16.691 \$18.101-\$18.394
 Licenced (\$14.701 -\$14.955)

* Applied prior to general increases.

Maximum rate for Cleaner 2 reached after 12 months and for Electrician, after 6 months.

Paid Vacation: Full-time - 3 weeks after 2 (3) years of service and 4 after 6 (8). Effective October 11, 1990, 4 after 5.

Part-time - 6% after 3,450 (5,175) hours of service, and 8% after 10,350 (13,800). Effective October 11, 1990, 8% after 8,625.

Health and Welfare: Major Medical - Deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Dental - Employer pays 75% (50%) of the premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Vision - Maximum claim is \$90 (\$60) every 2 years.

Hearing - Maximum lifetime claim is \$500 (\$300).

Meal Allowance: \$5 (\$4) after 3 hours of overtime.

Uniform Allowance: \$70 (\$60) per year.

Toronto East General and Orthopaedic Hospital Inc. - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time clerical employees): Two 24-month renewal agreements effective from October 1, 1989 to September 30, 1991, covering 332 employees, settled at the bargaining stage and ratified in 1990*. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 1/89</u>	<u>Jan. 1/90</u>	<u>Oct. 1/90</u>
	General	8%		7%
	Increases			
	Pay Equity		\$18-\$254	
	Adjustments		per month de-	
			pending on classi-	
			fication	
	Additional		23¢-\$1.06	
	Adjustments		per hour de-	
			pending on classi-	
			fication	

Grade 1 \$10.606-\$11.633 \$12.039-\$13.067 \$12.882-\$13.982
(includes (\$9.820-\$10.772)
Mail Clerk)

Grade 6 \$12.544-\$13.704 \$13.542-\$14.809 \$14.490-\$15.878
(includes (\$11.615-\$12.689)
Health
Records
Technician)

Maximum rates are reached after 3 annual increases.

Paid Negotia- 1 employee on Central Bargaining Committee (new) receives pay
tion Leave: for negotiating meetings up to but not including Arbitration.

Terms of settlement are similar to those reported for Toronto
East General Hospital and Service Employees, Local 204 (service
workers) in this report.

Wellesley Hospital at Toronto - Local 204, Service Employees International
(AFL-CIO/CLC) (full-time service employees): A 24-month renewal
agreement effective from October 11, 1989 to October 10, 1991,
covering 316 employees, settled at the post conciliation
bargaining stage and ratified in November 1990. Duration of
negotiations - 13 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>	<u>Nov. 11/90</u>
General Increases		8%	7%	
Skilled Trades Adjustments		25¢-71¢	25¢-71¢	45¢ for Plumbers
Additional Adjustments		25¢ for Trades Helper; 20¢ for Cook I	25¢ for Trades Helper & Cook I	
Food Services Aide		\$12.03-\$12.29 (\$11.14-\$11.38)	\$12.87-\$13.15	
RNA- Operating Room		\$13.55-\$13.82 (\$12.55-\$12.80)	\$14.50-\$14.79	
Electrician- Licensed		\$16.58-\$16.88 (\$14.69-\$14.97)	\$18.45-\$18.77	

Maximum rates are reached after 1 year for Food Services Aide,
after 2 years for RNA, and after 6 months for Electrician.

Health and
Welfare:

Major Medical - Effective December 17, 1990, annual deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Vision - Effective December 17, 1990, maximum claim is \$90 (\$60) per person every 2 years.

Hearing - Effective December 17, 1990, maximum lifetime claim is \$500 (\$300) per person.

Dental - Effective December 17, 1990, employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Remaining terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service employees) in this report.

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 261, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time service employees): A 6-month renewal agreement effective from November 28, 1990* to May 29, 1991, with wages retroactive to May 30, 1990, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 6 1/2 months.

* Previous agreement expired May 29, 1990.

Wages:

Effective

May 30/90

General Increase

6%

Additional
Adjustments

Group IX and 4th
Class Stationary
Engineer deleted

Group I
(includes Housekeeper)

\$9.77-\$10.54
(\$9.22-\$9.94)

Group VI
(includes RNA)

\$11.24-\$12.04
(\$10.60-\$11.36)

Group VIII
(includes RNA Meds)

\$12.54-\$13.52
(\$11.83-\$12.75)

Maximum rates reached after 18 months.

Shift Premium:

42¢ (37¢) per hour when majority of hours worked are between 5 p.m. and 8 a.m..

Overtime Pay:

Time and one-half for all hours worked if majority of hours fall on paid holiday (new).

Reporting Pay (new):	Minimum 4 hours' pay at regular rate for employee reporting for scheduled work and no work is available.
Paid Holidays:	Second Monday in February and Remembrance Day are added and a floating holiday is deducted for a total of 12 (11) days.
Vacation Pay (part-time):	6% after 6,000 (8,000) hours worked and 10% after 32,000 (new).
Paid Vacation:	3 weeks after 3 (4) years of service and 5 after 16 (17).
Health and Welfare:	<u>Life Insurance</u> - Benefit is 2 times annual basic earnings to a maximum of \$32,000 (\$22,000). <u>Vision Care</u> - Maximum claim is \$100 (\$90) every 2 years. <u>Dental Plan</u> - Coverage is based on the 1989 (1988) ODA fee schedule.
Payment in Lieu of Fringe Benefits (part-time):	6% (5%) of regular hourly rate.
Mileage Allowance (new):	30¢ per kilometre if employee uses own automobile for employer's business.

Villa Colombo Homes for the Aged at Toronto - Local 2553, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>
	General Increases	8%	7%
	Housekeeper	\$11.91-\$12.32 (\$11.03-\$11.41)	\$12.74-\$13.18
	Maintenance	\$14.82-\$15.45 (\$13.72-\$14.31)	\$15.86-\$16.53

Effective January 1, 1990, certain classifications affected by pay equity adjustments ranging from \$1.37 to \$1.53, also RNA now receives Maintenance rate.

Maximum rates reached after 3 annual increases.

Paid Vacation:	3 weeks after 2 (3) years of service, 4 after 5 (7), 5 after 15 (16) and 6 after 25 (new).
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Part-time - Entitlement is the same as full-time at 2% of pay per vacation period. Entitlement now based on years of continuous service. (Previously, credited seniority with 1950 hours worked equal to one year.)

St. Joseph's Villa at Dundas - Local 1404, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement* effective from July 3, 1990 to July 2, 1992, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previously, 2 agreements.

Wages:	Effective	<u>July 3/90</u>	<u>Jan. 1/91</u>	<u>July 3/91</u>
General Increases		6%		5%
Pay Equity Adjustments		14¢ for Housekeeping Aide	12¢ for Housekeeping Aide	
Additional Adjustments		Some classifications deleted	3.3%**	
Housekeeping Aide		\$10.70-\$10.96 (\$9.95-\$10.20)	\$11.17-\$11.45	\$11.73-\$12.02
Mechanic I		\$13.93-\$14.48 (\$13.14-\$13.66)	\$14.39-\$14.96	\$15.11-\$15.71

Maximum rates are reached after 2 annual increases.

** Increase to compensate for reduction in work day from 7 3/4 to 7 1/2 hours per day.

Hours of Work: Effective January 1, 1991, 37 1/2 (38 3/4) hours per week and 7 1/2 (7 3/4) hours per day.

Shift Premium: 29¢ per hour for each full shift worked between 3 p.m. and 7 a.m.. (Previously, \$2.25 per full shift for full-time employees and unchanged for part-time employees.)

Responsibility Pay: Effective January 1, 1991, 40¢ (30¢) per hour during the assignment.

Paid Holidays (Part-time): Boxing Day is added for a total of 9 (8) days.

Health and Welfare (Full-time): Life Insurance - Effective April 1, 1991, benefit is 2 times annual salary to a maximum of \$50,000 (\$40,000).

Dental - Coverage continues to be based on current year's ODA fee schedule.

Paid Union Leave: Maximum 8 (12) stewards to attend to union business.

Paid Negotiation Leave (Part-time): Extended to include conciliation and arbitration meetings. (Previously, negotiation meetings only).

Clothing Allowance: Effective January 1, 1991, 6¢ per hour worked for employee required to wear a uniform. (Previously, \$90 per year for full-time employees and 4¢ per hour for part-time employees).

Tool Allowance: Effective January 1, 1991, 7¢ (6¢) per hour for mechanic classifications.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (chemistry group): A 11 1/2-month renewal agreement effective from January 7, 1991 to December 22, 1991, with wages retroactive to December 22, 1989, covering 394 employees, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 22/89</u>	<u>Dec. 22/90</u>
Increases		5.4%	4.5% except 7.12% for CH-2 maximum rate
Additional Adjustments		Minor restructuring of CH-1, 2 and 3 incremental levels	Minor restructuring of CH-3 incremental levels
CH-2 8 (7) levels		\$35,925-\$47,681 (\$34,084-\$44,052)	\$37,541-\$51,076
CH-5 5 levels		\$59,957-\$70,272 (\$56,885-\$66,672)	\$62,655-\$73,435
Shift Premium:	\$1 (60¢) per hour worked between 6 p.m. and 6 a.m..		
Weekend Premium:	\$1 (60¢) per hour worked.		
Paid Vacation:	Effective November 20, 1990, 5 weeks after 19 (20) years of service.		

Diving Allowance: \$12.50 (\$7.50) per hour.

Penological Factor Allowance: \$160-\$1,600 (\$135-\$1,350) per year depending on degree of contact.

Severance Pay: Effective November 20, 1990, 1 week's pay per year of service to a maximum of 30 (28) weeks' pay upon retirement or death.

LOCAL ADMINISTRATION

Ottawa-Carleton Regional Municipality - Local 503, Canadian Union of Public Employees (CLC) (full-time and part-time and temporary inside and outside employees): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 1,784 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
	General Increases	6%	5%*
	General Labourer	\$13.25-\$14.178 (\$12.50-\$13.375)	\$13.91-\$14.884
	Construction Safety Inspector	\$19.22-\$20.565 (\$18.13-\$19.399)	\$20.18-\$21.593

Previous rates reflect a wage restructuring during the previous agreement.

* Increase to equal the percentage increase in the Ottawa CPI from January 1991 to December 1991, triggered at 6%, capped at 7.5%, with a maximum of 1%.

Maximum rate for General Labourer reached after two annual increases (previously two 6-month increases) and for Construction Safety Inspector, after five annual increases (previously two annual increases).

Shift Premium: 60¢ (55¢) per hour if the majority of the hours fall between 5:30 p.m. and 8 a.m..

Paid Vacation: Effective January 1, 1991, 4 weeks after 8 (9) years of service, and 7 after 35 (new).

Sick Leave: Employee hired after November 28, 1990, receives 1 1/2 days per month at 2/3 of regular earnings for the first 6 months of service. (Previously, no sick leave for employee with less than 3 months of service, and 17 weeks at 66 2/3% of salary for employee with 3 months but less than 6 months.)

Health and Welfare: Life Insurance - Effective November 28, 1990, benefit is \$55,000 (\$50,000).

Vision - Effective January 1, 1991, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective November 28, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

Tool Allowance: Effective January 1, 1991, \$100 per year for employee required to provide own tools. (Previously, employer provided tools.)

Addenda

October 1990 Settlement

PRIMARY METAL

Ivaco Inc., Ivaco Rolling Mills, Rod Mill and Melt Shop Divisions at L'Original - Locals 8794 and 7940, United Steelworkers (AFL-CIO/CLC): Two 35-month renewal agreements effective from October 10, 1990 to August 31, 1993, covering 466 employees, settled at the post conciliation bargaining stage and ratified in October 1990. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases	20¢	25¢	30¢
	Job Class Increments	20¢ (19.7¢)		
	Class 2 (Labourer)	\$16.05 (\$15.847)	\$16.30	\$16.60
	Class 20 (Electronic Repairman)	\$19.65 (\$19.103)	\$19.90	\$20.20

Previous rates reflect \$1.51 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using August 1990 as the base index. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

Shift Premium: 0-35¢-55¢ (0-35¢-45¢).

Paid Holidays: Christmas Eve and New Year's Eve are added for a total of 12 (10) days.

Health and
Welfare:

Life Insurance for Dependents - Benefit is \$5,000 (\$2,500) for spouse and \$3,000 (\$1,500) for child.

Life Insurance for Retirees - Benefit is \$2,500 (\$2,000) for future retirees.

Major Medical - \$35 (\$18) per visit to a chiropractor or acupuncturist to a maximum of \$1,000 (\$750) per person per year. Maximum \$45 (\$30) per x-ray per year.

Dental Plan - Coverage continues to be based on the current year's ODA fee schedule. Maximum claim is \$2,500 (\$2,000) per year for basic services. Maximum claim for prosthetic services is \$1,000 (\$500) with 60%-40% (50%-50%) co-insurance. Maximum combined claim for prosthetic and basic services is \$2,500 (\$2,000) per year. Maximum lifetime for orthodontic claim is \$2,000 (\$1,500) with 50%-50% co-insurance.

Pension Plan:

Basic Benefit - \$27 (\$25) per month per year of service. Effective September 1, 1991, \$29. Effective September 1, 1992, \$32.

Bridging Benefit - \$16 (\$15) per month per year of service. Effective September 1, 1991 and 1992, \$17 and \$18 respectively.

Survivor Benefit - Benefit level and service requirement are unchanged, age requirement is deleted. (Previously, age 45).

Indexing (new) - Effective July 1, 1990, basic benefit adjusted annually by 75% of the increase in the CPI. Triggered at 8% and capped at 12%.

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ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
DECEMBER 1990



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in December, 1990. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FOOD AND BEVERAGE

Primo Foods Limited at Toronto - Local 1990, Food and Commercial Workers (AFL-CIO/CLC)*: A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 214 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Previously, Canadian Food Workers Union (Ind.).

Wages:	Effective	<u>May 1/90</u>	<u>May 1/91</u>	<u>Jan. 1/92</u>	<u>May 1/92</u>
General		55¢	55¢		60¢
Additional Adjustments		New classifications added & some reclassifications		20¢ for Packer & Material Handler "C"	
Packer		\$11.17 (\$10.62)	\$11.72	\$11.92	\$12.52
Maintenance A		\$13.56 (\$13.01)	\$14.11		\$14.71
Mechanic Level I		\$15.55 (new)	\$16.10		\$16.70

Hours of Work: 40 (44) hours per week for Truck Drivers.

Paid Rest Periods: 15-minute break prior to 2 hours of overtime. (Previously, 1/2 hour unpaid break).

Lead Hand Premium: Effective December 2, 1990, 25¢ (20¢) per hour for designated employee.

Shift Premium: 0¢-35¢-40¢ (0¢-32¢-37¢).

Paid Holidays: Effective May 1, 1991, Easter Monday is added for a total of 12 (11) days.

Paid Vacation: 6 weeks after 25 (28) years of service.

Call in Pay (new): 4 hours' pay at time and one-half.

Acting Pay: Driver helper temporarily assigned duties of a different position for one day receives applicable rate (new).

Health and Welfare: Weekly Indemnity - Effective January 1, 1991, benefit is 75% of regular earnings to a maximum of \$410 (\$390). Effective January 1, 1992 and 1993, \$435 and \$460 respectively.

Vision - Maximum claim is \$120 (\$100) every 2 years.

Dental - Coverage continues to be updated each January 1 to the previous year's ODA fee schedule. Plan extended to include dentures with a maximum of \$500 every 5 years provided on a 50%-50% co-insurance basis.

Pension Plan: Employer Contribution - Effective January 1, 1991, 25¢ per hour worked to a maximum of \$500 per year to the Canadian Commercial Workers Industry Pension Plan. Effective January 1, 1992 and 1993, \$515 and \$525 respectively. (Previously, employer contributed 2 1/2% of employee's gross earnings, to a maximum of \$500, to a Registered Retirement Savings Plan.)

Paid Medical Examination Leave: Annual medicals for Truck Drivers scheduled during working hours (new).

TEXTILE

Courtaulds Fibres Canada at Cornwall - Local 779, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 264 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 1/90</u>	<u>Dec. 9/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
	General	6%		5.5%	5.5%
	Increases				
	Additional		Certain		
	Adjustments		reclassi-		
			fications		
	Labourer	\$12.78 (\$12.06)		\$13.49	\$14.23
	Stationary	\$15.49		\$16.34	\$17.24
	Engineer	(\$14.61)			
	2nd Class				

Shift Premium: 0-27¢-37¢ (0-22¢-32¢). Effective May 1, 1991 and 1992, 0-32¢-42¢ and 0-37¢-47¢ respectively.

12-Hour Shift - 43¢ per hour for night shift. (Previously, 22¢ for 4 hours and 32¢ for 8 hours.) Effective April 28, 1991, 49¢. Effective May 3, 1992, 56¢.

Responsibility Pay: Effective December 7, 1990, \$1 (50¢) per hour above highest rate in the department.

Training Premium (new): 75¢ per hour for employee performing training duties.

after 12 years and 5 weeks or 10% after 20. (Previously, 3 weeks' pay after 6 years, 4 after 12 and 5 after 20.)

Health and Welfare:

Life Insurance - Effective May 1, 1991, benefit is \$20,000 (\$15,000) for employee with more than 3 years of service.

Weekly Indemnity - Benefit is paid retroactively from the 1st (8th) day of illness if disability extends beyond 8 continuous weeks.

Vision (new) - Effective May 1, 1992, the employer pays 100% of the premium costs. Maximum claim is \$80 per person every 2 years with 80%-20% co-insurance.

Dental - Effective December 7, 1990, coverage is based on 1989 (1986) ODA fee schedule. Effective May 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan:

Basic Benefit - Effective May 1, 1990, \$9.50 (\$8.50) per month per year of service for an employee retiring after May 1, 1990. Effective May 1, 1991 and 1992, \$9.75 and \$10.00 respectively for an employee retiring after those dates.

Medical Certificate Allowance:

Effective December 7, 1990, employer pays up to a maximum of \$15 (\$10) for certificate required by insurance carrier and WCB.

WOOD

Levesque Plywood Limited at Hearst - Local 1-2995 IWA Canada (AFL-CIO): A 36-month renewal agreement effective from June 1, 1990 to May 31, 1993, covering 230 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/90</u>	<u>June 1/91</u>	<u>June 1/92</u>
General Increases		75¢	60¢	65¢
Additional Adjustments		20¢ for Sander, Tradesman A & Silo Operator; 11¢ for Plywood Inspector		
Labourer-Plywood		\$13.52 (\$12.77)	\$14.12	\$14.77
Electrician-Class A		\$16.72 (\$15.97)	\$17.32	\$17.97

Shift Premium: Effective December 15, 1990, 22¢ (21¢) per hour for employee on 2 or 3 shift rotation.

Paid Educational Leave: Employer contributes \$1,200 per year to the union (new).

Health and Welfare: Life Insurance - Effective June 1, 1991, benefit is \$30,000 (\$25,000).

Weekly Indemnity - Benefit is payable upon first day of hospitalization.

LTD - Effective June 1, 1991, maximum benefit is \$1,200 (\$1,100) per month. Effective June 1, 1992, \$1,300 per month.

Vision - Effective June 1, 1992, maximum claim is \$80 (\$60) every 2 years.

Dental - Effective January 1, 1991, coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Employer Contribution - Effective June 1, 1991, \$25 (unchanged) per month per employee and an additional \$20 (\$15) per month conditional on the employee contributing \$20 (\$15). Effective June 1, 1992, \$25-\$30-\$30. Effective December 1, 1992, \$35-\$35-\$35.

Safety Shoe Allowance: Effective December 15, 1990, \$16 (\$15) per year.

PAPER AND ALLIED

Canadian Pacific Forest Products Limited, Thunder Bay Mill Division, previously, Great Lakes Forest Products Ltd. at Thunder Bay - Locals 39 and 257, Canadian Paperworkers (CLC) (mill employees): Two 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 1,650 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 1/90</u>	<u>Dec. 20/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Skilled Trades Adjustment			50¢ for Class A & above; 25¢ for Class B, 15¢ for Class C		
Job Class I (includes General Labourer)		\$16.22 (\$15.37)		\$17.11	\$18.05

Tradesman	\$20.98	\$21.48	\$22.61	\$23.91
Class A	(\$20.13)			

Holiday Pay: New Year's Day and Canada Day (new) - Employee receives holiday pay, double time for hours worked and, for each hour worked, an additional payment of 1 hour at the rate of pay of the job done.

Paid Jury Leave: Employee receives difference between jury pay and regular earnings. (Previously only after 90 days of service.)

Meal Allowance: \$8 (\$7).

Contracting Out: (Local 257): No reduction in crews or contracting out of work regularly performed by mill crews (new).

Remaining terms and conditions are similar to those reported for E.B. Eddy Forest Products Ltd. and Canadian Paperworkers, Local 74 and 156 (mill employees) in this report.

E.B. Eddy Forest Products at Espanola - Locals 74 and 156, Canadian Paperworkers (CLC) (mill employees): Two 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 650 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 1/90</u>	<u>Dec. 16/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Skilled Trades Adjustment			25¢ Class B; 50¢ Class A and above		
Additional Adjustments			Minor class restructuring & reclassifications		
Labourer		\$16.22 (\$15.37)		\$17.11	\$18.05
Tradesman I		\$20.75 (\$19.90)	\$21.25	\$22.42	\$23.65

Trades Flexibility Premium (new): 50¢ per hour for Tradesman on shift.

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

Holiday Pay: Effective December 13, 1990, double time for all hours worked on a statutory holiday. (Previously, 4 statutory holidays paid at time and one half.)

New Year's Day (new) - Employee receives holiday pay, double time for hours worked and, for each hour worked, an additional payment of 1 hour at the rate of pay of the job done.

Vacation Pay: Effective January 1, 1991, vacation pay calculations will be based on 2.4% (2%) of gross earnings.

Health and Welfare: LTD - Effective May 1, 1990, payments to reflect the general wage increase in each year of the agreement (new) up to maximum monthly payment of \$2,000 (unchanged).

Dental - Effective January 1, 1991, coverage continues to be based on the previous year's ODA fee schedule.

Major Medical - Effective January 1, 1991, deductible deleted. (Previously, 80%-20% co-insurance).

Safety Shoe Allowance: Effective January 1, 1991, \$50 (\$40) per year. Effective January 1, 1992, \$60.

Quebec and Ontario Paper Company - Locals 35, 84 and 101, Canadian Paperworkers (CLC) (mill employees): Three* 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 433 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

* Previously, multi-union joint bargaining with four separate agreements. Local 232, International Operating Machinists was displaced by Local 84, Cdn. Paperworkers. Local 2737, Carpenters; Local 914, Electrical Workers (IBEW); Local 268, Machinists; Local 666-OPC, Plumbers bargain as a separate unit. Local 1477, Longshoremen also bargains separately.

Wages:	Effective	<u>May 1/90</u>	<u>Dec. 16/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Skilled Trades Adjustments			50¢ per hour for Class "A" Trades and above		
Additional Adjustments		Minor wage schedule restructuring			
Yard Labourer Job Class I		\$16.22 (\$15.37)		\$17.11	\$18.05
Cook Job Class 18		\$20.19 (\$19.34)		\$21.30	\$22.47

	Bricklayer (7-day operation)	\$21.02 (\$20.17)	\$21.52	\$22.70	\$23.95
Lump Sum Payment:	\$900 in lieu of retroactivity.				
Hours of Work:	<u>Day Workers</u> - Hours are 8:00 a.m. to 4:00 p.m. (8:00 to 12:00 and 12:30 to 4:30) including a 30-minute paid lunch break (new).				
Paid Holidays:	6 plus 6(5) floating days.				
Holiday Pay:	<u>Canada Day and New Year's Day and one consecutive day</u> - Employee receives statutory holiday pay, plus double time for hours worked plus for each hour worked an additional payment of 1 hour at the rate of pay of the job (new).				
Health and Welfare:	<u>Weekly Indemnity</u> - Effective January 1, 1991, benefit is 66.67% of an employee's average weekly earnings with premiums on a non-taxable basis. (Previously, 50% for 1st 4 weeks and 66.67% for next 48 weeks with premiums on a taxable basis.) <u>Supplementary Health Insurance</u> - Maximum lifetime limit is \$50,000 (\$25,000) subject to a maximum cost for Nursing care of \$10,000 (new) in a 3 year period. <u>Dental</u> - Effective January 1, 1991, coverage is based on 1989 (1988) ODA fee schedule. Effective May 1, 1991 and 1992, 1990 and 1991 ODA fee schedules respectively.				
Pension Plan:	<u>Basic Benefit</u> - 1.65% (2%) of average annual earnings for service after December 31, 1990. <u>Early Retirement</u> - Effective January 1, 1991, employee aged 58 with 20 years of service may retire with no actuarial reduction. If the employee has 20 or more years of service, but has not reached age 58, the pension will be pro-rated as follows: age 57 - 92%, age 56 - 84%, age 55 - 76%. <u>Bridging Benefit</u> - \$24 per year of service to a maximum of 30 years for employee retiring prior to age 60, \$15 to age 62 and \$18 for employee after 62.				
Job Security:	No permanent tradesman employee as of December 13, 1990 will be laid off as a result of the Trades Flexibility clause. Changes to Shift Premium, Trades Flexibility Premium, Vacation Pay are similar to those reported to E.B. Eddy Forest Products Ltd. and Canadian Paperworkers, Local 74 and 156 (mill employees) in this report.				

St. Marys Paper Inc. at Sault Ste. Marie - Locals 47, 67, 69 and 133, Canadian Paperworkers (CLC) (mill and office employees): Four 36-month renewal agreements effective from May 1, 1990 to April 30, 1993 covering 564 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/90</u>	<u>Dec. 16/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Additional Adjustments		Certain reclassifications			
Skilled Trades Adjustments			15¢-50¢ for Journeyman		
<u>Local 67</u>					
Labourer		\$16.22 (\$15.37)		\$17.11	\$18.05
Journeyman "A"		\$20.54 (\$19.69)	\$21.04	\$22.20	\$23.42

Holiday Pay: Labour Day - Employee receives triple time for hours worked plus 8 hours holiday pay. (Previously, time and one-half plus holiday pay.

Safety Shoe Allowance: \$60 (\$40) per year.

Contracting Out: Effective July 1, 1992, employer will eliminate use of outside contractors in chipper/slasher area (new).

Job Security: No Tradesman, Apprentice or Tradesman Helper employed prior to December 10, 1990, will be laid off as a direct result of the flexibility concept (new).

Remaining terms and conditions are similar to those reported for E.B. Eddy Forest Products Ltd. and Canadian Paperworkers, Local 74 and 156 (mill employees) in this report.

TRANSPORTATION EQUIPMENT

Tridon Limited at Burlington - Employees' Association (Ind.): A 12-month renewal agreement effective from January 1, 1991 to January 31, 1991, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	5%
	Operator Base	\$12.11 (\$11.53)
	Toolmaker	\$19.78 (\$18.84)

COLA: Deleted. (Previously, 1¢ per 1% increase in the CPI-1971=100, comparing November over November each year. Triggered at 6% and adjusted quarterly. Formula did not trigger.)

Valeo Engine Cooling Limited, previously Blackstone Industrial Products Ltd., at Stratford - Local 1132, Canadian Auto Workers (CLC): A 39-month renewal agreement effective from December 12, 1990* to March 23, 1994, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire March 23, 1991.

Wages:	Effective	<u>Dec. 16/91</u>	<u>Mar. 23/92</u>	<u>Mar. 23/93</u>
	General Increases	30¢	25¢	25¢
	Skilled Trades Adjustment	25¢	15¢	15¢
	Additional Adjustments	Classifications reduced to 50 (62)		
	Group A (includes Assembler)	\$12.56 (\$12.26)	\$12.81	\$13.06
	Group K Electrician/Electronic	\$17.05 (\$16.50)	\$17.45	\$17.85

COLA: 36.7¢ COLA generated under the previous agreement continues to float. Effective January 1, 1990, 1¢ per 0.113 point rise in the CPI -1986=100, using the January 1990 index as the base. Adjusted quarterly. (Previously, 1¢ per 0.15 point rise in the CPI - 1981=100.)

Shift Premium: 0-35¢-40¢ (0-30¢-30¢).

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1991, benefit is \$17,000 (\$16,000). Effective April 1, 1992 and 1993, \$18,000 and \$19,000 respectively.

Vision - Effective January 1, 1991, maximum claim is \$145 (\$135) every 2 years. Effective April 1, 1992 and 1993, \$155 and \$165 respectively.

Dental - Coverage continues to be based on the ODA fee schedule 2 years behind the current year. Effective January 1, 1991, maximum lifetime claim for orthodontic services is \$1,000 (\$750) per dependent child. Effective April 1, 1993, \$1,200.

Pension Plan: Basic Benefit - Effective January 1, 1991, \$18 (\$15) per month per year of service. Effective April 1, 1992 and 1993, \$20 and \$22 respectively.

Supplementary Benefit - \$10.50 (\$9.50) per month per year of service for employee aged 60. Effective April 1, 1992 and 1993, \$11.50 and \$12.50 respectively.

Tool Allowance: Maximum \$750 during the life of the agreement for skilled trades. (Previously, \$200 per year.)

Paid Education Leave: Employer Contribution - 2¢ (1¢) per hour worked towards the CAW Canadian Paid Education Leave Training Program.

NON-METALLIC MINERAL PRODUCTS

L-O-F Glass of Canada Ltd. at Collingwood - Local 252G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1991 to January 31, 1994, covering 635 employees*, settled at the bargaining stage and ratified in December 1990. Duration of negotiations - 1 month.

* Includes 60 employees currently on lay-off status.

Wages:	Effective	Jan. 28/91	Feb. 3/92	Feb. 1/93
	General	38¢-86¢	52¢-80¢	50¢-74¢
	Increases			
	Additional Adjustments	Some classification adjustments		
	Labourer	\$13.13 (\$12.75)	\$13.65	\$14.15
	General Maintenance	\$15.55 (\$14.69)	\$16.35	\$17.09
Lump Sum Settlement Payment:	\$250 per employee.			

COLA:	Effective February 1, 1992, one lump sum payment calculated as follows: \$140 (\$120) per 1% or part thereof increase in the CPI -1986 (1981)=100, comparing the average index for 1990 and 1991. Effective February 1, 1993, comparing the average index for 1991 to 1992. Triggered at 5% to a maximum payment of \$840 (\$600). (Basic formula is unchanged. Formula did not trigger.)
Bereavement Leave Pay:	\$210 (\$200) lump sum payment. Effective February 1, 1992 and 1993, \$225 and \$240 respectively.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective February 1, 1992, benefit is \$19,000 (\$18,000). Effective February 1, 1993, \$20,000. <u>Life Insurance for Retirees</u> - Effective February 1, 1992, benefit is \$5,000 (\$4,000). <u>Major Medical</u> - Effective January 1, 1992, annual deductibles of \$25 (\$10) for single coverage and \$50 (\$20) per year for family coverage. <u>Weekly Indemnity</u> - Benefit is \$230 (\$220). Effective February 1, 1992 and 1993, \$240 and \$250 respectively. <u>Vision</u> - Effective February 1, 1992, \$150 per person every 2 years. (Previously, \$125 every year.)
Pension Plan:	<u>Employer Contribution</u> - Effective January 28, 1991, 21¢-27¢ per hour worked, depending on length of service. Effective February 3, 1992, 21¢-33¢. Effective February 1, 1993 21¢-39¢. (Previously, 19¢ per hour worked.)
Safety Shoe Allowance:	Effective February 1, 1991, \$65 (\$60) per year. Effective February 1, 1992 and 1993, \$70 and \$75 respectively.
Tool Allowance:	Effective February 1, 1992, \$125 (\$100) per year. Effective February 1, 1993, \$150.

MISCELLANEOUS MANUFACTURING

Kodak Canada Inc. at Toronto - Employees Association (Ind.): A 35-month renewal agreement effective from December 22, 1990* to November 7, 1993, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

* Previous agreement expired November 4, 1990.

Wages:	Effective	<u>Dec. 22/90</u>	<u>Nov. 4/91</u>	<u>Nov. 2/92</u>
General Increases		5.5%	4.2%	4%**
Rate Bracket 7 (includes Packer)		\$14.83 (\$14.06)***	\$15.45	\$16.06

Rate Bracket 20	\$23.23	\$24.21	\$25.18
(includes Control Systems Technician)	(\$22.02)***		

** Conditional wage reopener if the increase in the Consumer Price Index for the period November 1991 to October 1992 exceeds 4.5%.

*** Previous rates reflect a 15¢ increase due to a wage reopener in November 1989.

Lump Sum Payments: \$250 per employee in lieu retroactivity.

Effective January 1991, \$340 per employee to offset impact of GST.

One payment of up to \$500 and a second payment of up to \$250 for employees rescheduled from 7 to 5 day operations.

Holiday Pay: Effective February 1, 1991, the greater of employee's straight time rate on permanent job or average straight time rate. (Previously, straight time rate on permanent job.) Effective 1992 and 1993, New Year's Day paid at straight time rate on permanent job.

Paid Vacation: 1 day per month of service to a maximum of 10 (5) days during first year of service, 3 weeks after 4 (5) years of service and 5 after 19 (20).

Vacation Pay: Effective 1991, the greater of employee's straight time rate on permanent job or average straight time rate or 2% of gross earnings for each week of vacation. (Previously, 2% of gross earnings or straight time rate.) Effective 1992, permanent straight time rate or average straight time rate.

Negotiation Leave: Up to 12 (8) hours per day for negotiating committee members who normally work a compressed work schedule.

Health and Welfare: Weekly Indemnity - No waiting period for hospitalization (new). CPP offsets apply after 16 weeks (new).

Attendance Bonus Plan (new): \$100 per quarter for employee absent for no more than 12 hours in the previous quarter.

Salary Protection: Effective during 1991 and 1992, employee drops no more than 3 brackets when transferred to a lower classification due to department reductions. (Previously, 2 brackets in any 16 week period.) Effective 1993, previous provision applies.

Job Security: Effective during 1991 and 1992, guaranteed employment for employee with more than 5 years of service (new).

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Local 2026, Canadian Union of Public Employees (CLC) (office and clerical employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 340 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/90</u>	<u>Jan. 1/91</u>
	General Increase	6%	
	Pay Equity Adjustments		\$13.75-\$32.41 per week for certain classifications

Weekly Rates 35 hours

Level 2 (Mail Clerk)	\$400.40-\$456.93 (\$377.74-\$431.07)	\$414.15-\$476.71
Level 7 (Head Secretary)	\$563.94-\$676.97 (\$532.02-\$638.65)	\$596.35-\$704.02

Effective	<u>July 1/91</u>	<u>Jan. 1/92</u>
General Increase	5.5%	
Pay Equity Adjustments		\$13.75-\$32.41 per week for certain classifications

Additional Adjustments	Minor restructuring of wage schedule	
Mail Clerk	\$438.78-\$504.01	\$452.53-\$523.79
Head Secretary	\$633.72-\$744.22	\$666.13-\$771.27

Previous rates reflect pay equity adjustments of \$20.35-\$47.96 per week for Level 2 and for Level 7, \$40.02-\$47.96.

Maximum rates are reached after 2 years.

Health and Welfare: Employer pays 50% of premium costs for all part-time employees. (Previously only employees working more than half-time.)

Vision - Maximum claim is \$200 (\$150) per year.

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 335 employees, settled at the post mediation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/90	Feb. 1/91	Sept. 1/91
General Increases		6%	.5%	5.8%*
Teacher-Category D 0-8 years	\$22,688-\$33,327 (\$21,404-\$31,441)	\$22,802-\$33,494	\$24,124-\$35,437	
Teacher-Category A1 0-11 years	\$27,699-\$46,988 (\$26,131-\$44,328)	\$27,837-\$47,223	\$29,452-\$49,962	
Teacher-Category A4 0-12 years	\$32,927-\$59,006 (\$31,063-\$55,666)	\$33,091-\$59,301	\$35,011-\$62,740	
Vice-Principal 0-2 years	\$62,628-\$64,263 (\$59,083-\$60,625)	\$62,941-\$64,584	\$66,592-\$68,330	
Principal-Category I 0-3 years	\$64,578-\$69,806 (\$60,923-\$65,855)	\$64,901-\$70,155	\$68,666-\$74,224	
Principal-Category II 0-3 years	\$68,199-\$73,412 (\$64,339-\$69,257)	\$68,540-\$73,779	\$72,516-\$78,059	

* Increase to equal the percentage increase in the Ontario CPI - from April 1991 to April 1992. Triggered at 5.8% and folded into wages and allowances in June 1992 (new).

Responsibility Allowances: Increased in accordance with general salary increases.

Health and Welfare: Vision (new) - Effective September 1, 1991, employer pays 50% of premium costs. Maximum claim is \$150 per person every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective September 1, 1991, employer pays 50% of premium costs for dentures, caps and crowns with a maximum annual claim of \$1,000 (new).

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 660 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	General Increase	6%	0.7%
	Teacher-Level D 0-6 years	\$22,063-\$29,467 (\$20,814-\$27,799)	\$22,217-\$29,673
	Teacher-Level A1 0-11 years	\$27,866-\$46,056 (\$26,289-\$43,449)	\$28,061-\$46,378
	Teacher-Level A4 0-11 years	\$32,965-\$59,102 (\$31,099-\$55,757)	\$33,196-\$59,516
	Principal-Level D 0-4 years	\$37,750-\$44,260 (\$35,613-\$41,755)	\$38,014-\$44,570
	Principal-Level A 0-4 years	\$52,715-\$60,523 (\$49,731-\$57,097)	\$53,084-\$60,957

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental - Effective January 1, 1991, plan is extended to include restorative services with a maximum annual claim of \$2,000 on a 50%-50% co-insurance basis (new).

Paid Maternity/Adoption Leave: Effective January 1, 1991, wages equivalent to the UIC benefit for the 2-week waiting period (new).

Paid Preparation Time: 120 (100) minutes per week.

Victoria County Board of Education at Lindsay - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 242 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	5.5%	1% not compounded
	Teacher-Category 1 0-11 years	\$27,516-\$47,256 (\$26,081-\$44,793)	\$27,777-\$47,704

	Teacher-Category 4 0-12 years	\$32,900-\$59,817 (\$31,184-\$56,699)	\$33,211-\$60,384
Annual Responsibility Allowances:	Head Librarian - \$2,592 (\$1,399).		
	Music Head - \$1,000 (\$598).		
	Consultant - Increased in accordance with general salary increases.		
Paid Maternity/ Adoption Leave:	Wages equivalent to 50% of UIC insurable earnings for the 2-week waiting period (new).		
Health and Welfare:	<u>Major Medical</u> - Effective December 1, 1990, paramedical services are added with a maximum annual claim of \$300 per service (new).		
	<u>Vision</u> - Maximum claim is \$150 (\$100) per year.		
	<u>Dental</u> - Coverage is based on the 1988 (1987) ODA fee schedule, with a maximum lifetime claim of \$2,000 (\$1,500) for orthodontic services.		

HEALTH AND WELFARE SERVICES

<u>Mount Sinai Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees):</u> A 24-month renewal agreement effective from October 11, 1989 to October 10, 1991, covering 475 employees, settled at the post conciliation bargaining stage and ratified in November 1990. Duration of negotiations - 13 months.			
Wages:	Effective	<u>Oct. 11/89</u>	<u>Jan. 1/90</u>
	General Increase	8%	
	Pay Equity Adjustments		19¢ for Seamstress; 29¢ for Dietary & Housekeeping Aides; 31¢ for RNA; 32¢ for Linen Aide
	Skilled Trades Adjustments	25¢ for Painter, and Electrical & Maintenance Technicians; 68.5¢ for Carpenter; 71¢ for Electrician	

Additional
Adjustments 25¢ for General
Helper/Receiving Dock
Porter; 25¢ above Washman
rate for Linen Lead Hand;
Plumber, Charge Carpenter
and Charge Painter
classifications eliminated

Aide II (includes Housekeeping Aide)	\$12.03-\$12.30 (\$11.14-\$11.39)	\$12.32-\$12.59
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RNA	\$13.44-\$13.72 (\$12.44-\$12.70)	\$13.75-\$14.03
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Electrician	\$16.58-\$16.87 (\$14.69-\$14.96)
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Wages:	Effective	<u>Oct. 11/90</u>	<u>Jan. 1/91</u>
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General Increase	7%
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Pay Equity Adjustments	3¢ for Seamstress; 4¢ for Linen Aide; 50¢ for RNA, and Dietary & Housekeeping Aide
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Skilled Trades Adjustments	25¢ for Painter, and Electrical & Maintenance Technicians; 68.5¢ for Carpenter; 71¢ for Electrician
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Additional Adjustments	25¢ for General Helper/Receiving Dock Porter
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Aide II	\$13.18-\$13.47	\$13.68-\$13.97
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RNA	\$14.71-\$15.01	\$15.21-\$15.51
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Electrician	\$18.40-\$18.71
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Maximum rates for Electrician and Aide II are reached after 6 months and 1 year respectively, and after two annual increases for RNA.

Pay for Work on Paid Holidays (part-time):	Time and one-half when required to work on a scheduled floating holiday (new).
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Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service workers) in the November 1990 report.

North York General Hospital at Metropolitan Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 606 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Jan. 1/90</u>
	General Increase	8%	
	Pay Equity Adjustments		3¢-32¢ for certain classifications
	Skilled Trades Adjustments	25¢-50¢ for certain classifications	
	Additional Adjustments	40¢ for RNA; 50¢ for Anaesthesia Technician	
	Housekeeping Aide	\$12.00-\$12.30 (\$11.11-\$11.39)	\$12.28-\$12.58
	RNA	\$13.88-\$14.14 (\$12.45-\$12.69)	\$13.98-\$14.24
	Senior Electronic Technician	\$17.61-\$18.15 (\$15.81-\$16.31)	
	Effective	<u>Oct. 11/90</u>	<u>Jan. 1/91</u>
	General Increase	7%	
	Pay Equity Adjustments		13¢-47¢ for certain classifications
	Skilled Trades Adjustments	25¢-50¢ for certain classifications	
	Additional Adjustments	40¢ for RNA; 50¢ for Anaesthesia Technician	
	Housekeeping Aide	\$13.14-\$13.46	\$13.59-\$13.91
	RNA	\$15.39-\$15.66	

Senior Electronic Technician \$19.38-\$19.96

Maximum rates are reached after 2 annual increases for Housekeeping Aide and RNA, and after 2 six-month increases for Senior Electronic Technician.

Other settlement terms are similar to those reported for Toronto East General Hospital and Service Employees International Union, Local 204 (service employees) in the November 1990 report.

St. Vincent Hospital at Ottawa - Local 796, Independent Canadian Transit Union (CCU)* (full-time and part-time service employees): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 650 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

* Previously Local 796, International Operating Engineers (AFL-CIO/CFL)

Wages:	Effective	<u>Dec. 23/90</u>	<u>Mar. 31/91</u>	<u>Dec. 22/91</u>
	Average Increases	6.5%	6.7%	
	Pay Equity Adjustments	24¢-56¢ for certain classifications		24¢-27¢ for certain classifications
	Maid	\$12.357-\$13.065 (\$11.557-\$12.265)	\$13.237-\$13.945	
	R.N.A	\$14.142-\$14.960 (\$12.942-\$13.760)	\$15.182-\$16.00	\$15.422-\$16.240
	Senior Electrician	\$19.969-\$20.609 (\$18.849-\$19.489)	\$21.169-\$21.809	
	Effective		<u>Mar. 29/92</u>	<u>Dec. 20/92</u>
	Average Increase		5.75%	
	Pay Equity Adjustments			56¢ for R.N.A. only
	Maid		\$14.117-\$14.825	
	R.N.A.		\$16.462-\$17.280	\$17.022-\$17.840
	Senior Electrician		\$22.369-\$23.009	

Maximum rates are reached after 3 annual increases.

Lump Sum Payment:	\$1,800 based on hours paid from April 1, 1990 to December 8, 1990.
Shift Premium:	Effective December 23, 1990, 60¢ (54¢) when majority of shift hours are between 2 p.m. and 8 p.m..
Weekend Premium:	Effective December 23, 1990, 60¢ (54¢) per hour worked from 11:30 p.m. Friday and 11:30 p.m. Sunday.
Seniority Premium:	Effective January 1, 1991, \$5 (\$4) per week after 15 years of service, \$7 (\$5.50) after 20, \$10 (\$7) after 25 and \$15 (\$10) after 35. Effective April 1, 1992, \$6, \$8.50, \$12 and \$18 respectively.
Acting Pay:	\$11.25 (\$5) per day for employee assigned temporarily to replace Section Head or Group Leader.
Paid Rest Period:	15-minute paid rest period during 3 hour authorized overtime period (new).
Paid Vacation:	<u>Full-time</u> - Effective April 30, 1991, 4 weeks after 6 (8) years of service, 5 after 15 (14) and 6 after 25 (30). Effective April 30, 1992, 4 after 5 and 5 after 13. <u>Part-time</u> - 6% of biweekly pay for straight time hours worked and 8% after 8 years of service. Effective April 30, 1990, 10% after 15. Effective April 1, 1991, 8% after 6, 10% after 14 and 12% after 25. Effective April 30, 1992, 8% after 5 and 10% after 13. (Previously, accumulated on a pro rata basis.)
Paid Holidays:	Effective December 23, 1990, 4.6% (4%) of biweekly pay for straight time hours worked for part-time and casual employees.
Paid Maternity Leave:	Maximum 17 (15) weeks at the difference between 90% (75%) of wages and the UIC benefit, paid after the 2-week waiting period.
Paternity Leave (new):	Effective April 1, 1991, 2 days' paid leave for the birth of a child.
Bereavement Leave:	Effective April 1, 1991, 5 (3) days' paid leave upon death of child, spouse or common-law spouse. 3 (1) days' paid leave upon death of grandparent, grandchild, son/daughter-in-law.
Sick Leave:	<u>Full-time</u> - Full remittance of unused sick leave credits upon death of employee (new). <u>Part-time</u> - Effective December 23, 1990, 6.9% of biweekly pay for straight time hours worked. Previous sick leave plan terminated. Employees with less than 15 years of service reimbursed for 75% of unused credits and employees with 15 or more years for 100%.
Health and Welfare:	<u>Dental</u> - Effective January 1, 1991, employer pays 75% (50%) of the premium costs.

Payment-in-lieu of Benefits (Part-time)- Effective December 23, 1990, 2.5% of biweekly pay for straight time hours worked (new).

Overtime Meal Allowance (new): \$4 for employee working a second consecutive full shift.

Toronto Hospital Corporation, Toronto Western Hospital Division - Local 1744, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): Two 24-month renewal agreement effective from September 29, 1989 to September 28, 1991, covering 674 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	General Increases	8%	7%
	General Help 0-1 year	\$11.891-\$12.266 (\$11.011-\$11.358)	\$12.724-\$13.125
	R.N.A. 0-3 years	\$13,117-\$13.765 (\$12.146-\$12.746)	\$14.035-\$14.729
	Electrician 0-1 year	\$16.988-\$17.355 (\$15.73-\$16.07)	\$18.177-\$18.57

The following changes apply only to full-time employees.

Paid Wash-Up Period (new): 5 minutes immediately prior to end of shift.

Change of Schedule Premium (new): Time and one-half for first shift of new schedule if given less than 24 hours notice of change.

Paid Adoption Leave (new): Effective January 1, 1991, maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.

York-Finch General Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 317 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Jan. 1/90</u>
	General Increases	8%	

Pay Equity Adjustments		20¢ for Dietary Aide; 30¢ for R.N.A.
Skilled Trades Adjustments	25¢-73¢ depending on classification	
Dietary Aide	\$12.223-\$12.483 (\$11.318-\$11.559)	\$12.423-\$12.683
R.N.A.	\$13.440-\$13.711 (\$12.444-\$12.695)	\$13.74-\$14.011
Electrician	\$16.824 (\$14.974)	
Effective	Oct. 11/90	
General Increases	7%	
Skilled Trades Adjustments	25¢-73¢ depending on classification	
Dietary Aide	\$13.293-\$13.572	
R.N.A.	\$14.702-\$14.992	
Electrician	\$18.707	

Maximum rate for Dietary Aide is reached after 1 year and for R.N.A., after 2 years.

Other terms and conditions are similar to those reported for Toronto East General Hospital and Service Employees International Union, Local 204 (service employees) in the November 1990 report.

SERVICES TO BUSINESS MANAGEMENT

Purolator Courier at Alberta, Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, P.E.I., and Saskatchewan - Various Locals, Teamsters (Ind.): A 24-month first agreement effective from January 1, 1991 to December 31, 1992, covering 3,000 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	General Increase		4%
	Additional Adjustment	Restructuring of of wage schedule	

Ontario Rates

(excluding Thunder Bay)

Sorter	\$9.31-\$11.14	\$9.68-\$11.59
Courier	\$11.17-\$14.91	\$11.62-\$15.51
Diesel Mechanic	\$20.27	\$21.08

Maximum rates are reached after 4 steps in 24 months for Sorter and Courier, and after a 4-month probationary period for Diesel Mechanic.

Lump Sum Payment:	1.5% of 1990 gross earnings for those who were regular employees on December 17, 1990.
Christmas Bonus:	\$100 for eligible full-time employee and \$50 for part-time.
Hours of Work:	45 hours per week for full-time drivers and 40 hours per week for other full-time employees.
Overtime Pay:	Time and one-half for all hours worked beyond 9 hours per day for drivers and 8 for other employees or 45 hours per week for driver and 40 for other employees.
Lead Hand Premium:	\$25 per week.
Split Shift Premium:	Effective July 1, 1991, driver receives \$2.50 for the first hour or part thereof, \$3.50 for the second hour and \$4.50 for each subsequent hour.
Length of Service Premium:	<u>Full-time</u> - \$5 per week after 3 years of service, \$10 after 10, \$15 after 15 and \$20 after 20. <u>Part-time</u> - \$2 per week after 3 years of service, \$5 after 10, \$10 after 15 and \$15 after 20.
Call Back Pay:	Minimum 4 hours' pay at time and one-half.
Utility Courier Premium (full-time):	\$30 per week for Utility Courier and \$15 for Utility Foot Courier.
Paid Holidays (Ontario employees):	New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, Civic Holiday, and 1 floating day for a total of 10 days.
Pay for Work on Paid Holidays:	Time and one-half.

Paid Vacation:	1 day per full month of service to a maximum of 5 days at 4% for less than 1 year of service, 2 weeks at 4% after 1 year, 3 at 6% after 5, 4 at 8% after 10 and 5 at 10% after 15.
Bereavement Leave:	5 days' paid leave upon death of spouse and child and 3 days for parent, sister, brother, mother/father-in-law, grandparent, daughter/son-in-law, and any relative permanently residing with employee.
Paid Paternity Leave:	1 day upon the birth of a child.
Jury Duty and Crown Witness Leave:	Summoned or subpoenaed employee receives the difference between regular daily wages and jury/witness pay.
Paid Sick/Personal Leave:	Up to 5 days per year for absence due to illness or personal reasons.
Paid Negotiations Leave:	Paid leave for employees designated to attend negotiation sessions.
Paid Leave for Medical Examination:	Employee receives regular wages when required to attend a medical examination with a physician designated by the employer.
Health and Welfare:	Employer pays 100% of premium costs for the following health and welfare benefits.

Life Insurance and AD & D - Benefit is \$20,000 for life insurance and \$40,000 for AD & D.

Weekly Indemnity - Benefit is 66 2/3% of regular weekly earnings up to 60% of UIC maximum. Payable from first day of absence due to accident, eighth day of absence due to illness, for a maximum of 30 weeks, with UIC carve-out for weeks 16 to 30.

LTD - Benefit is 60% of monthly earnings to a maximum of \$1,200. Payable for up to 24 months.

Semi-Private Hospitalization - Coverage provides for up to \$35 per day above the cost of standard ward accommodation.

Major Medical - 75%-25% co-insurance. Coverage provides for physiotherapist services, up to 20 treatments per calendar year by a qualified masseur, rental/purchase of a wheel chair, hospital bed, iron lung, trusses, braces, crutches, artificial legs/arms/eyes, ambulance service to nearest treatment facility, up to \$200 per year for services of a speech therapist, up to \$200 per year for services of a psychologist, up to \$5,000 per calendar year for home nursing services, and some out-of-province expenses incurred while under the care of a physician. Maximum claim of \$250 per year for one x-ray

examination, and expenses related to the services of a chiropractor, osteopath, naturopath, or podiatrist.

Drugs - 75%-25% co-insurance.

Vision - Maximum claim is \$125 per person every 2 years provided on a 75%-25% co-insurance basis.

Dental - Coverage is based on the 1990 ODA fee schedule. 80%-20% co-insurance for preventative services, and 50%-50% co-insurance for restorative services. Maximum reimbursement is \$1,500 per person per year. Effective January 1, 1992, the 1991 ODA fee schedule.

Pension Plan: Basic Benefit - \$13 per month per year of credited service starting January 1, 1977.

Employer Contribution - Employer pays 100% of pension plan contributions.

Early Retirement - Employee aged 55 may elect to retire with an actuarially reduced pension.

Disabled Employees - Pension benefits continue to accumulate up to retirement at age 65 for permanently disabled employees who are eligible for LTD benefits. Permanently disabled employees with 10 years of credited service who are not eligible for LTD benefits receive pension benefits with no actuarial reduction for retirement before age 65.

Survivor Benefit - Spouse receives lump sum value of employee's vested pension earned after 1986, when active employee dies before age 55. If employee dies after age 55, spouse receives 60% of employee's retirement benefit paid on a 60% contingent annual basis. Survivor benefits are reduced by an amount equivalent to the employer-paid life insurance benefit.

Paid Rest
Periods: 1 fifteen minute break for each 4-hour period of work for full-time depot and garage employees. 1 fifteen minute break for part-time depot employees regularly scheduled for more than 4 hours per day.

Payment of
Parking
Tickets: Employer pays cost of parking tickets received by a driver as a result of following employer's instructions.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Council of Graphic Arts Unions (4 AFL-CIO/CLC Unions) (printing operations, non-supervisory employees): A 25-month renewal agreement effective from September 1, 1990 to September 30, 1992, covering 468 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 15/91</u>
	General Increases	5%	5%
	Additional Adjustment	Restructuring of wage schedule	
	<u>Ontario Rates</u>		
	Bindery Operator 1 Bin 1 0-3 years	\$10.45-\$11.25* (\$9.70-\$10.71)	\$10.97-\$11.81**
	First Pressman OFO-19 0-1 year	\$25.40-\$26.36 (\$24.08-\$25.10)	\$26.67-\$27.68
	* Except \$11.84-\$12.75 in Toronto and \$11.20-\$12.06 in Ottawa.		
	** Except \$12.43-\$13.39 in Toronto and \$11.76-\$12.66 in Ottawa.		
Night Shift Premium:	\$1.20 (\$1.10) per hour. Effective September 1, 1991, \$1.25.		
Lead Hand Premium:	90¢ (75¢) per hour worked as Lead Hand Level A. \$1.10 (95¢) for remote Level B. \$1.25 (\$1.10) above the greater of employee's hourly rate or that of the highest paid tradesperson in the group for employee classified at supervisory Level C.		
Paid Vacation:	4 weeks after 8 (10) years of service and 6 weeks after 29 (30) years. Pro-rated for part-time employees (new).		
Holiday Pay:	4.25 % for all straight time hours worked for part-time employees (new).		
Bereavement Leave:	Bereavement occurring during vacation or compensatory leave will not be deducted from vacation or compensatory leave credits (new).		
Severance Pay:	Maximum 13 (12) weeks' pay upon resignation and 30 (28) upon retirement or death. 1 week's pay per year of service to a maximum of 28 weeks upon release for incapacity after 1 year of service and after 10 years of service for incompetence (new).		

LOCAL ADMINISTRATION

Ottawa-Carleton Regional Municipality at Ottawa - Employees' Association (Ind.) (professional employees): A 12-month renewal agreement effective from January 1990 to December 31, 1990, covering 479 employees, settled at the bargaining stage. Duration of negotiations - 2 days.

Wages:	Effective	<u>Jan. 1/90</u>	<u>May 1/90</u>
	Increase		
	Nurses		6%
	All other employees	6%	
	<u>Annual Rates</u>		
	Engineer (Group 01)	\$26,402.48-\$31,383.56 (\$24,908-\$29,607.24)	
	Registered Nurse (Group 02, Homes for the Aged)		\$33,423.52-\$40,368.64 (\$31,531.50-\$38,083.50)
	Ontario Land Surveyor (Group 04)	\$60,324.16-\$65,446.42 (\$56,909.58-61,741.94)	
	Maximum rate for Engineer Group 01 is reached after 5 years, for Registered Nurse Group 02 after 9 years and for Ontario Land Surveyor Group 04, after 3 years.		
Paid Vacation:	6 weeks after 25 (27) years of service for all employees except Nurses and Social Workers.		
Health and Welfare:	<u>Dental</u> - Effective December 18, 1990, coverage is based on the 1989 (1988) ODA fee schedule.		

Addenda

November 1990 Settlements

EDUCATION AND RELATED SERVICES

McMaster University at Hamilton - Local 532, Service Employees International (AFL-CIO/CLC) (machinists, operations and maintenance employees): Two-24 month renewal agreements effective from November 28, 1990* to September 30, 1992, with wages retroactive to September 29, 1990, covering 216 employees, settled with mediation assistance and ratified in November 1990. Duration of negotiations - 2 1/2 months.

* Previous agreement expired September 30, 1990.

Wages:	Effective	<u>Sept. 29/90</u>	<u>Oct. 1/91</u>
	General Increases	6%	5.75%
	Skilled Trades Adjustments	35¢ per hour; Some classifications eliminated	40¢
	Custodian I	\$11.18 (\$11.21)	\$12.56
	Electrician Sub-station	\$17.85 (\$16.51)	\$19.27
Overtime Pay:	Effective January 1, 1991, maximum 40 (32) hours time off in lieu of pay.		
Bereavement Leave:	Up to 3 (1) days' paid leave upon death of sister/brother-in-law, grandparents or daughter/son-in-law.		
Pension Plan:	Effective June 30, 1991, benefits accrued prior to 1986 increased by 8%.		

St. Joseph's Health Centre at Toronto - Local 1144, Canadian Union of Public Employees (CLC) (full-time and part-time service employees and full-time clerical employees): Three 10 month renewal agreements effective from November 14, 1990 to September 28, 1991, with wages retroactive to September 29, 1989, covering 740 employees, settled at the post conciliation bargaining stage and ratified in November 1990. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	General Increases	8%	7%
	Dietary Aide	\$11.853-\$12.193 (\$10.975-\$11.290)	\$12.683-\$13.047
	RNA	\$13.026-\$13.765 (\$12.061-\$12.745)	\$13.938-\$14.728
	Electrician	\$16.085-\$16.988 (\$14.894-\$15.730)	\$17.211-\$18.177

Maximum rates are reached after 2 annual increases for Dietary Aide and after 3 for RNA and Electrician.

Overtime & Premium Pay (Full-Time Service): The appropriate overtime or premium rate will apply when more than 1 weekend in 3 is worked (new).

Call Back Pay:	Minimum 4 (3) hours' pay at time and one-half.
Responsibility Pay:	\$4 (\$3) per shift.
Paid Vacation:	4 weeks after 5 (6) weeks of service, 5 after 15 (16) and 6 after 25 (new).
Bereavement Leave:	3 days' paid leave for son/daughter-in-law and step-parent (new).
	The following provisions apply to full-time employees only and are effective from December 1, 1990:
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% (90%) of premium costs. <u>Drugs</u> - Annual deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage. <u>Vision</u> - Maximum claim is \$90 (\$60) every 2 years. <u>Dental</u> - Employer pays 75% (50%) of premium costs. Coverage continues to be based on the current ODA fee schedule. <u>Hearing</u> - Maximum lifetime claim is \$500 (\$300).
Central Negotiating Committee:	Regular wages for negotiating meetings up to and including conciliation. (Previously, up to but not including conciliation or arbitration.)
Technological Change:	Employer will pay for tuition and travel, up to 6 months, for eligible employee who requires additional training resulting from the introduction of new methods of operation (new).
Meal Allowance:	\$6 meal ticket to be used or exchanged for cash within 30 days. (Previously, \$4 without a meal ticket.)

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ISSN 0830-0062



Ontario

**COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY TO DECEMBER 1990
CUMULATIVE INDEX BY EMPLOYER**

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



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Architectural Glass and Metal Contractors Assn., province-wide, Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	257
Atikokan Forest Products Inc., Sapawe and McKenzie Forest Products Inc., Hudson, IWA-Canada (CLC)	June	243
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River, Cdn. Labour Congress (CLC)	September	432
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River, Atomic Energy Allied Council (CRNL) of Several Unions (AFL-CIO/CLC and CFL)	April	152
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River, Atomic Energy Labour Alliance (CRNL) (CLC)	May	224
Ball Packaging Products Canada Inc., Burlington, Machinists (AFL-CIO/CLC)	February	44
Bata Industries Ltd., Bata Footwear Div., Batawa and Trenton, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	October	445

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Bell Canada, Ontario and Quebec, Cdn. Telephone Empls. Assn. (Ind.) (communications sales empls.)	September	413
Belleville General Hospital, Belleville, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	May	223
Blue Line Taxi Co. Ltd. and other Taxi Owners and Brokers, Ottawa, Retail, Wholesale Employees (AFL-CIO/CLC)	May	202
Boeing Canada Ltd., de Havilland Division, Toronto, Cdn. Auto Workers (CLC) (office/clerical and production empls.)	June	249
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Brant County Board of Education, Brantford, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	January	19
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Canada Safeway Ltd., Dryden, Fort Frances and Kenora, Food and Commercial Workers (AFL-CIO/CLC)	August	394
Canada Safeway Ltd., Thunder Bay, Food and Commercial Workers (AFL-CIO/CLC)	November	514
Canadian Advertising Institute and Canadian Advertisers Assn., National Commercial Agreement, Canadian TV and Radio Artists (CLC) (freelance empls.)	July	353
Canadian Airlines International, system-wide, Machinists (AFL-CIO-CLC)(engineers, technicians, mechanics and maintenance empls.)	August	373
Canadian Airlines Intl. Ltd., system-wide, Cdn. Auto Workers (CLC) (full-time and reduced-time agents, schedulers, passenger service representatives and teletypists)	October	462

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Canadian Automatic Sprinkler Assn., Canada-wide except Quebec and B.C., Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement)	July	330
Canadian Blower/Canada Pumps Ltd., Kitchener, United Steelworkers(AFL-CIO/CLC) (production empls.)	May	171
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Canadian Imperial Bank of Commerce, Chargex Centre, Toronto, United Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	April	134
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence in Ontario and Quebec, Seafarers (AFL-CIO/CLC) (unlicensed pesonnel)	September	412
Canadian Lake Carriers Assn., Ontario and Quebec, Merchant Service Guild (CLC)	November	512
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Canadian National Institute for the Blind, Ontario Div., province-wide, Service Employees Intl. (AFL-CIO/CLC)	August	378
Canadian Pacific Forest Products Ltd., Thunder Bay Mill Div., Thunder Bay, Cdn. Paperworkers (CLC) (mill empls.)	December	549
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Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto, Employees' Assn. (Ind.) (full-time and part-time empls.)	July	345
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Canadian Uniform Ltd., Hawkesbury and Vankleek Hill, United Steelworkers (AFL-CIO/CLC)	April	119
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Canron Inc., Eastern Structural Div., Etobicoke, Employees' Assn. (Ind.)	June	246
Canstar Sports Group Inc., Toronto, Glass, Molders and Allied Wkrs. (AFL-CIO/CLC)	August	367
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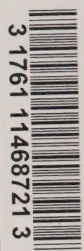
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York Region Board of Education, Aurora, Fed. of Women Teachers' Assns. of Ont. (Ind.) and Ont. Public School Teachers' Fed. (Ind.)	March	101
York Region Board of Education, Aurora, Ont. Secondary Teachers' Fed. (Ind.)	April	145
York Region Roman Catholic Separate School Board, Richmond Hill, CUPE (CLC)	January	24
York Region Roman Catholic Separate School Board, Richmond Hill, Ont. English Catholic Teachers' Assn. and Assn. des Enseignantes et des Enseignants Franco-Ontariens (Ind.)	April	145
York Region Roman Catholic Separate School Board, Richmond Hill, CUPE (CLC) (office, clerical and technical empls., and educational assistants)	May	230
York Regional Municipality, Newmarket, CUPE (CLC) (inside and outside empls.)	October	483
York-Finch General Hospital, Toronto, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	December	566
Zehrmart Ltd., Zehrs Market Div., in southwestern Ont., Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store empls.)	October	471
Zehrmart Ltd., Zehrs Markets Div., various locations in southwestern Ont., Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	August	374

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